



## AGENDA

### ADMINISTRATIVE COMMITTEE

Thursday, February 13, 2020

9:00 a.m.

Annex Conference Room

Marinette County Courthouse Annex

1. Call to meeting to order
2. Approval of agenda and amendment
3. Approval/correction of minutes – January 9, 2020
4. Public Comment – Speaker will be limited to 5 minutes
5. Correspondence
6. Reports of outside agencies and others
7. Discussion only – HR Director's monthly report
  - Health insurance update
  - Department of Safety and Professional Services – year end log
8. Discussion only – IT Department monthly report
9. Discuss/consider recommend County Board fund the purchase of a New Comprehensive Data Center Racking System with funding to come from Maintenance Capital Expenditure Account #51641000-53890, action if any
10. Discuss new method to access county board and standing committee meeting agendas, discussion only.
11. Discuss/consider recommend County Board approve Resolution #\_\_\_\_\_ Establishing Compensation for Constitutionally Elected Officials for 2021 - 2024, action if any
12. Discuss/consider recommend County Board approve North Central land and Water conservation Association resolution supporting a REQUEST TO REQUIRE, AND ALLOW THE ENFORCEMENT OF, AN ANNUAL 590 NUTRIENT MANAGEMENT PLAN ON "EXISTING" CROPLAND AND PASTURES WITHOUT THE REQUIREMENT OF A COST-SHARING OFFER TO THE LANDOWNER, action if any
13. Discuss/consider recommend County Board approve the North Central Land and Water Conservation Association resolution supporting a REQUEST TO REQUIRE A 590 NUTRIENT MANAGEMENT PLAN or PHOSPHORUS-BASED RECOMMENDATIONS FOR ALL APPLICATIONS OF DOMESTIC SEWAGE

SLUGES AND INDUSTRIAL WASTES/BY-PRODUCTS TO AGRICULTURAL LAND, action if any

14. Discuss/consider recommend County Board approve creating a Program Assistant position in Facilities and Parks Department with funding for salaries and fringes to come from ~~Account # 56710000-52291~~ contingency fund, effective immediately, action if any
15. Discuss/consider recommend County Board approve creating a Development/Tourism Director position in Administration with funding for salaries and fringes to come from Account # 56722000-52291, effective immediately, action if any
16. Discuss/consider recommend County Board approve creating a Program Assistant position in Administration with funding for salaries and fringes to come from Account # 56710000-52291, effective immediately, action if any
17. Discuss/consider recommend County Board approve Resolution #\_\_\_\_\_ Authorizing the Submission of a Community Development Block Grant (CDBG) Application, action if any
18. Discuss/consider recommend County Board approve Resolution #\_\_\_ To Adopt a Policy to Prohibit the Use of Excessive Force and the Barring of Entrances/Exists for Non-Violent Civil Rights Demonstrations, action if any
19. Discuss/consider recommend County Board approve the Residential Anti-Displacement and Relocation Assistance Plan, action if any
20. Discuss/consider recommend County Board approve Resolution #\_\_\_\_\_ Establishing Revolving Loan Fund for Acquisition, Rehabilitation and/or Reconstruction of Housing Stock within Marinette County
21. Discuss/consider recommend County Board enter into an agreement with NEWCAP, Inc. for the purpose of acquisition, rehabilitation, reconstruction and resale of housing properties within Marinette County, subject to Corporation Counsel's approval, action if any (handout)
22. Finance Director's Report
  - Investment Report – December
  - Investment Report – January (handout)
  - Investment Report by Security Type
  - YTD Maturity Range Report
  - Semi-Annual TRR Reports
  - Quarterly Collections
  - Loan Summary Report
23. Discuss/consider Investment Policy per annual review requirement, action if any
24. Discuss/consider Schedule of Appropriation Entries, action if any

25. Presentation of paid invoices
26. Future agenda items
27. Identify next meeting date – March 19, 2020
28. Adjournment

#### Attachments

- 2020 Meeting Calendar

#### Addendum(s) when applicable

Mark Anderson  
Tricia Grebin  
John Guarisco  
Don Pazynski  
Rick Polzin  
Vilas Schroeder

Supervisors present at this meeting may constitute an unintended quorum of other County Board committees. Supervisors appointed to the committee shall participate in action. Others may be present to listen and observe.

**NOTE:** Agenda items may not be considered and acted upon in the order listed

If you are an individual who needs a special accommodation while attending the meeting as required by the “Americans With Disabilities Act”, please notify County Clerk Kathy Brandt, Marinette County Courthouse (715-732-7406) at least 48 hours prior to the meeting to make suitable arrangements. Thank you.

1926 Hall Avenue, Marinette, WI 54143-1717

### **PUBLIC COMMENT PROCEDURE**

Marinette County Code of Ordinances

Chapter 2 – COUNTY GOVERNMENT

Section 2.04 - COUNTY BOARD RULES OF PROCEDURES

**(7)(k) Rules of Order.** Any person not a member of the Board/Committee, desirous of addressing the Board/Committee under public comment on any subject, shall first obtain

permission from the Board/Committee Chairperson. All such addresses shall be limited to 5 minutes unless otherwise extended by the Board/Committee Chairperson.

**(10)(a) Suspending, Changing and Interpreting the Rules.** These rules may be suspended by affirmative vote of two-thirds of the members present. The vote on any motion to suspend the rules shall be taken by roll call vote.



## MINUTES

### Administrative

January 09, 2020  
Jury Assembly Room  
Lower Level, 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, IT Director Kevin Solway, Finance Director Laura Mans, Assistant Finance Director Hollie Viestenz, Supervisor Al Sauld, Sheriff Jerry Sauve, Lt. Jason Ducane, City Police Chief John Mabry, City Mayor Steve Genisot, Eagle Herald and Peshtigo Times

#### 1. Call to Order

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

#### 2. Agenda

Motion (Polzin/Grebin) to approve agenda. Motion carried. No negative votes.

#### 3. Minutes

Motion (Grebin/Polzin) to approve Administrative minutes of December 12, 2019. Motion carried. No negative votes.

#### 4. Public Comment - None

#### 5. Correspondence – None

#### 6. Reports of Outside Agencies and Others - None

#### 7. IT Report – Exhibit A

#### 8. NACo Membership

Motion (Polzin/Anderson) to approve continuing NACo membership. Voting yes – Chair Schroeder, Supervisors Anderson and Polzin; Voting no Supervisors Grebin, Guarisco, and Pazynski – Exhibit B. Tie vote refers item County Board for discussion.

**9. Renewal of Storage Area Network Devices**

Motion (Anderson/Grebin) to approve renewal of hardware and software support on the Storage Area Network devices and associated components at a cost of \$20,469.13. Motion carried. Exhibit C

**10. Annual Renewal of CDW Cisco Hardware and Software**

Motion (Grebin/Pazynski) to recommend County Board approve annual renewal of CDW Cisco hardware and software support effective February 15, 2020 at a cost not to exceed \$51,711. Motion carried. No negative vote.

**11. Agreement with Cellcom**

Motion (Polzin/Guarisco) to recommend County Board approve a one year agreement with Cellcom, subject to same terms and costs as the existing agreement, estimated cost of \$30,000, pending Corporation Counsel's approval. Motion carried. No negative vote. Exhibit D

**12. Transfer of Funds from Contingency Fund - Lenco Armored Rescue Vehicle**

Motion (Anderson/Polzin) to refer Public Service Committee recommend County Board approve transfer up to \$180,000 from Contingency Fund for the purchase of a refurbished Lenco Armored Rescue Vehicle. Motion carried. No negative vote.

**13. Create One TAD Case Manager Position**

Motion (Polzin/Pazynski) to recommend County Board approve the creation of one (1) Treatment Alternatives and Diversion (TAD) Case Manager position effective immediately. Motion carried. No negative vote. Exhibit E

**14. Designation of County's CDBG Close Funds Projects**

Motion (Guarisco/Anderson) to recommend County Board approve the designation of the county's CDBG-Close funds for the Village of Wausaukee to purchase and remodel the vacated SNBT building for use as a Community Center, Library, and Village Offices and the City of Niagara USH 141 street reconstruction and sidewalk/lighting improvements with both projects subject to the CDBG Close Funding eligibility. Motion carried. No negative vote. Exhibit F

**15. Partner with NEWCAP and Establish Revolving Loan Fund – Housing**

Motion (Polzin/Guarisco) to authorize County Administrator to assemble additional information for Administrative Committee to approve partnering with NEWCAP and establishing a revolving loan fund for the purpose of acquisition, rehabilitation,

reconstruction and resale of housing properties throughout the county. Motion carried. No negative vote. Exhibit G

**16. Renewal of Fidelity & Deposit Company of Maryland – 2020 Crime Policy**

Motion (Grebin/Pazynski) to approve renewal of 2020 Fidelity & Deposit Company of Maryland Government Crime Policy with Option 2 at annual premium of \$1,570.00. Motion carried. No negative vote. Exhibit H

**17. Finance Director’s Report**

Investment Summary Report – Exhibit I  
Loan Summary Report – Exhibit J  
Revenue to Expense Analysis – Exhibit K

**18. Appropriation Entries**

Motion (Anderson/Polzin) to approve Schedule of Appropriation Entries as presented. Motion carried. No negative vote. Exhibit L

**19. Schedule of Paid Invoices**

Committee reviewed December Schedule of Paid Invoices totaling \$318,763.84

**20. Future Agenda Items**

NEWCAP, Inc. – Housing with in Marinette County  
Create of Positions  
Per Diem for Supervisors attending other committee meetings

**21. Adjournment**

Motion (Polzin/Guarisco) to adjourn 10:55 a.m. Motion carried. No negative vote.

Next meeting date – Thursday, February 13, 2020 – 9:00 a.m.

Bobbie Borkowski  
Deputy County Clerk

Date approved/corrected:



## MARINETTE COUNTY INFORMATION SERVICES

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### Summary Monthly Report February 2020

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

**Updated:** Public Safety Software – Interfaces are coming along – most are completed. Awaiting 9-1-1 and Insight interface final setup, GIS work continuing (adding common names, address references etc.)

**Updated:** IP Telephony and video system upgrade: Courtroom video system seems to be operational with most facilities – had to convince several remote facilities to change their setups or create special setup for Marinette County. eFax almost completed, SIP migration plan updated with CenturyLink to provide future redundancy.

**Updated:** Imaging upgrade/replacement – up grade to current system successfully installed. Will begin work on SQL migration as time allows.

**Updated:** Redundant Fiber Circuit: Construction close to completion – awaiting splicing bids.

**Updated:** Server upgrades – approximately **50 10 servers** to upgrade to new operating system. Data migrations underway.

**Updated and Ongoing:** Windows 10 upgrades are close to finalization. Identifying few systems left to migrate.

**New:** Syslog server build and configuration started, working on as time permits.

**New:** Transcendent implementation – built two servers, web site and configurations to allow for vendor access, extracted AS/400 data – given to vendor. Information Services portion is almost complete for the immediate time.

**New:** Courthouse IDF implementation and wiring – design completed, hardware requirement outlined – awaiting quote from vendor using state contract pricing.

**Updated:** Investigating Microfiche migration to digital images – have given sample cartridges to vendors to determine how well they can digitize and index them.

**No Change:** Tyler-MUNIS Version Upgrade now scheduled to go into TEST environment in April of 2020. LIVE environment installation targeted for July 2020. *Cashiering update now in TEST mode.*

**Updated:** Data center relocation – most advantageous design identified, have one bid submitted – asked 3 vendors without response. Network wiring for 4<sup>th</sup> floor identified and scoped.

**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.

Completed approximately 6 hours of staff training this month.



## MARINETTE COUNTY INFORMATION SERVICES

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### **Upcoming Projects of Significance**

County Boardroom technology cleanup and refresh – **2020** (During relocation)

Annex UPS replacement and rewiring to generator

Access point site review and mapping

Wisconsin Courts DAR system upgrades (State of Wisconsin)



## MARINETTE COUNTY INFORMATION SERVICES

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### **Proposed New Comprehensive Data Center Racking System**

Self-contained data center racking system which includes:

- Redundant cooling systems with third level emergency fan backup
- Redundant UPS systems
- Integrated fire detection and suppression
- Environment monitoring within enclosure – moisture - temperature
  
- Integrated power distribution units
- Integrated monitoring for all rack systems
- Integrated power and cable management
- Failsafe emergency power off system in event of major failure

This is a closed system

- No need to cool entire space to data center specifications
- Cooling can continue during fire suppression
- Reduced ongoing HVAC costs (literature suggest 27% reduction)
- Meets HIPAA and CJIS requirements for security (lockable, sealed cabinets)
- Is designed for expansion over the next several years if necessary

All modules hot-swappable to minimize downtime

Startup and installation of configuration components included

Rack and enclosure – one (1) year warranty

Power systems and PDU's - two (2) year warranty

Thermal units – five (5) year warranty including two yearly maintenance inspections

Reduces network down-time during move as new center setup prior to move and ready to go. Moving data center piece by piece would require several days down time.

Eliminates cost of moving or rewiring UPS circuits – unsure how UPS would move to 4<sup>th</sup> floor and frees up UPS capacity to cover courthouse without IT (was up to 95% this Winter and went into bypass).

Frees up two current Liebert's for other cooling needs

Eliminates need to install special fire suppression system for whole open space room

Estimated delivery after ordering is 6 weeks followed by installation



<b>COMPANY:</b>	MARINETTE COUNTY	<b>PROPOSAL #:</b>	TRD204-19-0917 Q03010899
<b>ATTN:</b>	Kevin Solway	<b>PAGES:</b>	4
<b>EMAIL:</b>	<a href="mailto:Kevin.Solway@marinettecounty.com">Kevin.Solway@marinettecounty.com</a>	<b>DATE:</b>	Jan 30, 2020
<b>FROM:</b>	Stephanie Moore		
<b>PROJECT:</b>	SmartRow Solution for Main Server Room		

We are pleased to provide our quotation for the following solution for your consideration on this project.



**Intelligent, integrated infrastructure in a self-contained line-up**

- **Complete Data Center, row-based solution**
- **Simple deployment, modular expansion, quieter operation**
- **Advanced controls and monitoring for system optimization**

## SmartRow DCR

The high efficiency cooling system conditions the rack mounted IT equipment and UPS system year round. The integrated advanced control system, sensor array and communication network maximizes cooling system performance in real-time.

### Quantity (1) SmartRow DCR

We are pleased to provide our proposal for the SmartRow DCR, a core component of the SmartRow™ platform. SmartRow™ configurations are comprehensive self-contained, pre-engineered, highly efficient packages that reduces the time, complexity, and costs of planning, deploying, and operating row-based Data Center infrastructure installations.

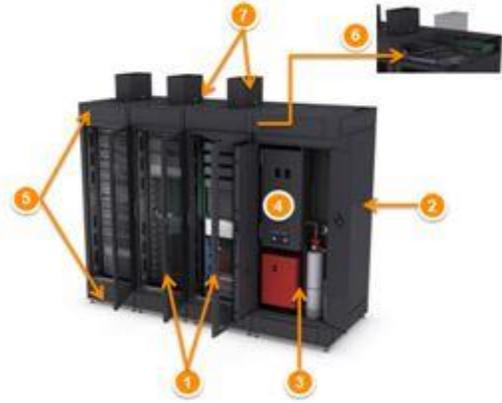
This unique space-saving and cost-saving solution combines the industry's finest cooling, infrastructure management, and power technologies in a self-contained environment ready for rapid deployment.

SmartRow DCR is ideally suited for environments where a dedicated room with specialized power or cooling isn't possible, practical or cost-effective

- Factory engineered design optimizes system performance while minimizing stranded capacity.
- 42U 800mm wide racks optimized for networking equipment comes standard with all SmartRow DCR's.
- 42U 700mm wide racks for computing and storage equipment comes standard with all SmartRow DCR's.
- Factory defined thermal unit and rack configurations based on cooling capacity requirements offering both flexibility & easy future expansion.
- Closed loop, room neutral design delivers increased cooling efficiency, energy efficiency, and financial savings.
- Quiet Operation – Supports ability for personnel to occupy adjacent space and not be distracted.
- No special construction or infrastructure adjustments to the room required resulting in huge savings on potential capital expenditures.
- Automatic emergency ventilation built in to the system to ensures equipment remains undamaged in the event of primary cooling failure.

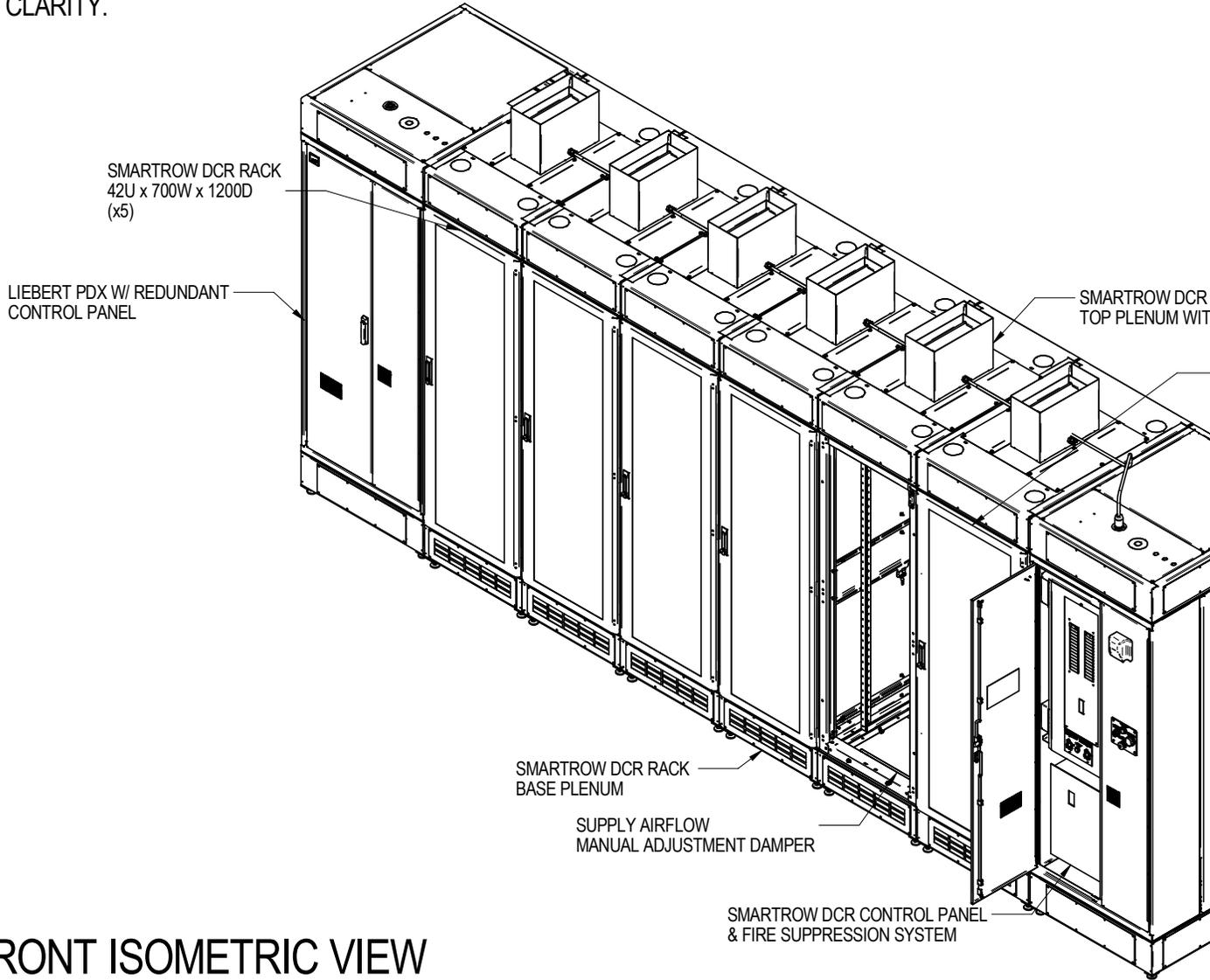
## SmartRow DCR Components

1. Five (5) Server Racks & One (1) Network Rack
2. Two (2) Dedicated Precision Cooling Systems
3. Fire-Suppression & Detection
4. Load Distribution & Local EPO/REPO tie ins
5. Air-Flow Management (Supply & Return Airflow plenums)
6. Factory integrated Cable Management Solution
7. Emergency ventilation fans
8. Two (2) Vertiv Rackmount, Online, Scalable, Redundant Uninterruptible Power Systems
9. Vertiv Monitoring Software
10. Installation and Start Up Services
11. Factory Warranty and Five (5) Year Service Plan



NOTES:

1. SOME PARTS NOT SHOWN FOR CLARITY.



FRONT ISOMETRIC VIEW

DRAWN BY: JST	SHEET NUMBER: 1 OF 3	TITLE / DESCRIPTION <b>SMARTROW DCR MAJOR COMPONENTS</b>	CUSTOMER / JOB 6 RACK 20kW (N+1) / 36kW (N)		
CHECKED BY: BLR	ECN NUMBER:		DRAWING NUMBER: DCR6RACK20P136	DATE: 3/13/2017	REV#: 1
REFERENCE DRAWING:	QUOTE NUMBER:				



SMARTROW™ SOLUTION

Intelligent, Integrated Infrastructure  
for the Data Center



## Deploy a Fully Configured Data Center in Just Weeks

Availability, Capacity, Efficiency.

**You need them – and now you can have them all. Another first from Vertiv™.**

The SmartRow™ infrastructure from Vertiv is a simplified, standardized and quickly deployable data center environment with significant CAPEX and OPEX savings over conventional designs. No other solution on the market provides such ease of deployment and integration. This complete data center infrastructure solution allows you to easily deploy and effectively manage an integrated IT infrastructure without being limited by building systems such as fire suppression and cooling.

SmartRow is available in three- to six-rack configurations for up to 20kW of total capacity; and six-rack to ten-rack configurations for up to 36kW of total capacity. The solution allows the flexibility of starting small and expanding over time.



**The SmartRow solution is ideal for:**

- Build outs of new or existing small and mid-sized data centers
- Remote data centers for larger enterprises requiring standardized infrastructure
- Standalone development environments
- Standalone disaster recovery

Vertiv has demonstrated up to 10% CAPEX savings over conventional designs and 27% OPEX savings. Here's how SmartRow infrastructure does it:

- Significantly reduces the cost of room upgrades or modifications
- Optimizes use of space
- Reduces cooling power usage through contained airflow, and high efficiency technologies
- Increases IT control and productivity
- Deploys in weeks, not months

“Using the SmartRow system we did not have to sacrifice availability and we gained efficiency, so we found that the SmartRow system gave us the best of both worlds. SmartRow saved Pasco County significant dollars. We are able to utilize an average room, we did not have to build a special computer room to install this. That saved us money in raised floor, that saved us money in fire suppression, and that saved us money in room cooling.”

—**Todd Bayley**, Technical Architect-Network information Technology Department, Pasco County, FL<sup>1</sup>

<sup>1</sup> Pasco County Case Study. CH-00021 (01/11).

## What Makes the SmartRow™ Offering Unique?

Imagine the advantages of an intelligent, integrated infrastructure with all the capabilities you need to achieve your IT objectives.

**The SmartRow infrastructure utilizes seven data center best practices and technologies to achieve a unique set of benefits.**

1. Maximizes the return temperature at the cooling units to improve capacity and efficiency
2. Matches cooling capacity with IT load
3. Utilizes cooling design that reduces energy consumption
4. Uses power management systems that optimize availability and efficiency
5. Features a design that enhances flexibility using scalable architectures that minimize footprint
6. Utilizes real-time infrastructure optimization to provision resources faster, increase efficiency and reduce stranded capacity
7. Leverages the availability of in-market data center design expertise and technical assistance

EFFICIENT	ECONOMICAL	SIMPLIFIED	CONTROLLABLE
<ul style="list-style-type: none"> <li>• <b>Reduce annual energy costs –up to 27%</b> through high-efficiency power, dedicated cooling and management technologies and containment</li> <li>• <b>Optimize space efficiency</b> through an integrated system</li> <li>• <b>Reduce maintenance costs</b> with reliable design and efficient operation that minimizes wear and tear and requires less servicing</li> <li>• <b>Increase IT efficiency</b> by streamlining and centralizing monitoring and management</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Reduce time and cost of implementation;</b> order, install and implement within just weeks</li> <li>• <b>Save up to 28% on room upgrades</b> compared to upfitting a room as a conventional data center</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Simplify implementation</b> through an integrated design</li> <li>• <b>Easily operate and manage</b> infrastructure systems through integrated controls</li> <li>• <b>Ensure continuity</b> of business operations with single system startup, warranty, preventive maintenance and repair</li> <li>• <b>Utilize industry-leading</b> service and support provided by local data center design experts</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Ensure efficiency and availability</b> with Liebert® iCOM™ controls — manage cooling to optimize IT equipment performance and life</li> <li>• <b>Enhance performance</b> and anticipate potential problems before they occur with infrastructure monitoring and management appliances and software</li> <li>• <b>Increase physical security</b> and equipment protection with lockable cabinets and access alerts</li> </ul>

## SmartRow™ Infrastructure: Technologies and Features to Optimize Efficiency and Availability

### A simple solution designed to expand IT capacity when you don't have the luxury of more data center space.

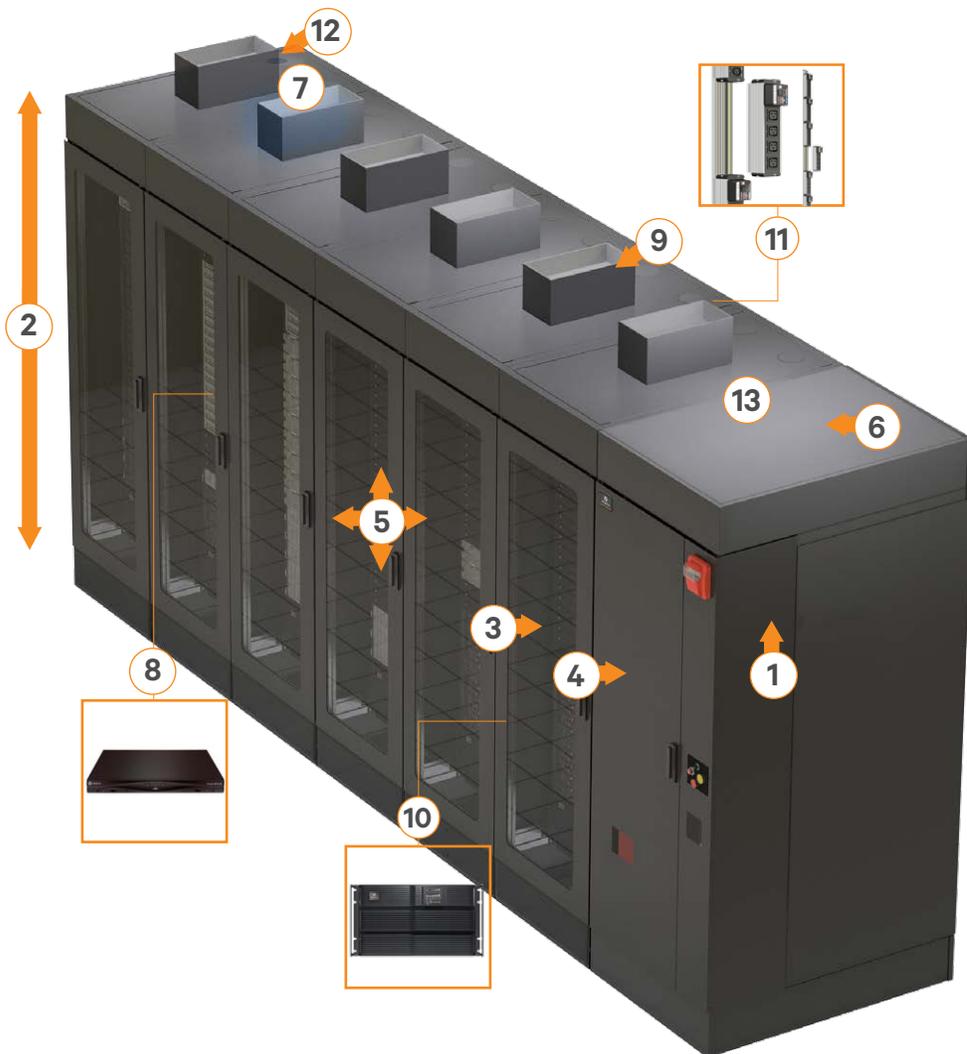
The SmartRow solution is ideally suited for environments where dedicated IT room improvements are not practical or cost effective. It is the perfect solution for spaces not designed to be IT environments. And it can be placed unobtrusively into work spaces.

No fire suppression system upgrades to the room are needed since fire suppression is integrated into the solution. No dedicated room cooling is necessary, and it can work in a non-raised floor environment.

This space-saving solution integrates the industry's finest and most efficient infrastructure technologies all within a single row. It is well suited to serve as a primary data center or a separate disaster recovery solution.



- 1. High-efficiency dedicated cooling and environmental controls** – Liebert® PDX/PCW™ dedicated cooling system with Liebert iCOM™ controls and patented digital scroll technology to match cooling to rack load
- 2. Room-neutral design** – allows this system to be placed virtually anywhere, even in environments where people are working
- 3. Secure** – Lockable cabinets and access-triggered alarms work together to put you in control of your environment
- 4. Integrated fire suppression** – saves 66% over room-based systems by avoiding room upgrades
- 5. Simple, fully integrated infrastructure** – racks, dedicated cooling, management, fire suppression, cable management and power distribution are designed to work together, saving you time and money on installation and operation
- 6. Sealed plenums and contained airflow** – provide greater cooling efficiency
- 7. Integrated emergency fans** - operated by UPS in case of outage to exhaust heat
- 8. Comprehensive, remote data center infrastructure management** – Liebert Nform™ and Avocent® appliances and software provide comprehensive, remote monitoring and control
- 9. Flexible platform for easy configuration** – SmartRow DCR racks accommodate any type of IT or networking equipment, and maximize space utilization
- 10. Reliable on-line uninterruptible power** – Liebert GXT4™ UPS with the industry's smallest footprint and / or the flexible 5-20kVA Liebert APS™ modular, redundant UPS for row -based applications.
- 11. Flexible rack PDUs** - MPX™ adaptive rack PDU or MPH2™ managed rack PDU provide flexibility and power control at the receptacle level, and faster implementation of IT equipment
- 12. Low-voltage cable entry** in top and rear of plenum
- 13. Power connections** - and heat rejection connections



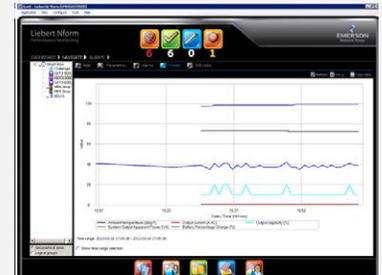
### SmartRow™

Simple, fully integrated infrastructure – racks, dedicated cooling, management, fire suppression, cable management and power distribution are designed to work together, saving you time and money on installation and operation.

### Comprehensive SmartRow Monitoring Dashboard



*Real-time monitoring of power and cooling status.*



*Trending – Map performance over time*

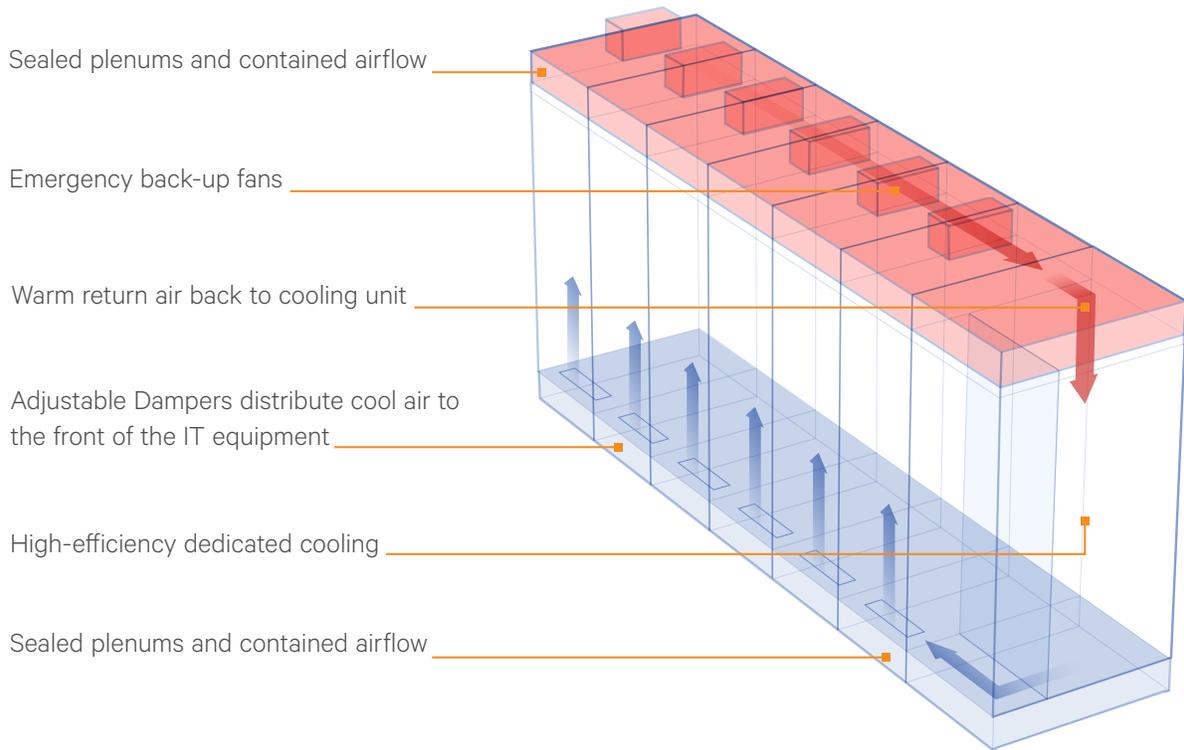
**Liebert® Nform™ Centralized Monitoring Software allows centralized, real-time monitoring for any SNMP device that supports a network interface.**

- Monitors and controls a wide range of support systems - such as Liebert cooling and UPS systems
- Triggers event actions such as email alerts or notifications
- Allows more runtime to most critical systems by sending shutdown commands to user-defined non-critical systems
- Simplified installation and configuration
- Advanced graphics and user-friendly navigation enhance usability

## Efficient and Economical

The SmartRow design provides an economical solution for fast deployment and efficient operation.

- Significantly reduces the cost of room upgrades or modifications. These costs add up and can include raised flooring, room cooling systems and fire suppression expansions. All of these can be integrated in the SmartRow offering, and the whole solution can be assembled with limited man power in as little as a day
- Optimizes use of space. The SmartRow DCR unit has a minimum footprint of only 39 square feet and can fit in a room as small as 10 ft. x 19 ft. (w x d) (3 Rack Primary Configuration)
- Reduces cooling power usage through contained airflow, digital scroll compressor technology and Liebert® iCOM™ controls. Instead of cooling an entire room as in conventional designs, the SmartRow infrastructure cools only the rack space. It boasts a Power Usage Effectiveness (PUE) rating of 1.4
- Increases IT control and productivity by offering integrated data center infrastructure management technologies that make moves/adds/changes easier and support remote monitoring and management



## SmartRow™

### Highly favorable CAPEX

- Save up to 28% on room upgrades compared to upfitting a room using conventional data center design

### Highly favorable OPEX

- Reduced energy costs from more efficient cooling and server performance – up to 27% savings through high-efficiency power, cooling and management technologies and containment
- Lower preventative maintenance costs than a traditional data center – one data center reduced expenditures by as much as 33%

By reducing the cost of energy, space, service and IT management, the SmartRow solution makes your infrastructure decisions smarter and easier.

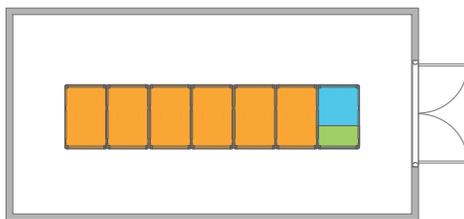
	CONVENTIONAL DATA CENTER DESIGN	SMARTROW DESIGN	COST SAVINGS	% SMARTROW ADVANTAGE
<b>Room Costs</b>	\$ 60,000	\$ 43,000	\$ 17,000	28%
<b>Infrastructure Costs</b>	\$ 105,000	\$ 109,000	- \$ 4,000	-3%
<b>Total Capital Expense</b>	\$ 165,000	\$ 152,000	\$ 13,000	8%
<b>Energy Consumption</b>	\$ 8,700	\$ 6,400	\$ 2,300	27%
<b>5 Year OpEx</b>	\$ 44,000	\$ 32,000	\$ 12,000	27%
<b>5 Year TCO</b>	\$ 209,000	\$ 184,000	\$ 25,500	12%



### MPX™/MPH2™ Rack PDUs

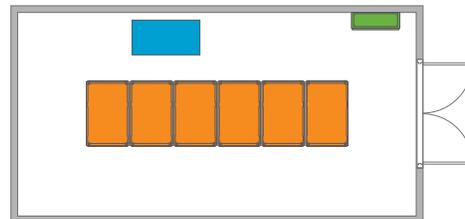
Adaptive and managed rack power distribution units allow remote monitoring and control at the receptacle level, as well as monitoring of environmental input options such as rack temperature and humidity. Rugged construction and industry's leading operating temperatures.

### SmartRow



18 kW, 288 sq ft  
 6 racks  
 1 Precision Cooling System  
 6 Rack UPS Systems  
 Room neutral

### Conventional



18 kW, 288 sq ft  
 6 racks  
 Ceiling mounted ducted cooling  
 6 Rack UPS Systems  
 Room renovation, fire suppression

- Dedicated cooling
- AC Power
- Racks and Integrated Cabinets



**VertivCo.com** | Vertiv Headquarters, 1050 Dearborn Drive, Columbus, OH, 43085, USA

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Marinette County Finance Department  
Fiscal Impact Statement

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Number \_\_\_\_\_

Ordinance  Resolution

***ESTABLISHING ANNUAL COMPENSATION FOR ELECTED OFFICIALS***

Fiscal Impact Statement:

Total fiscal impact using current fringe benefit rates for the four year period is \$68,169.

*Laura Mans*  
\_\_\_\_\_  
Laura Mans  
Finance Director

January 31, 2020  
\_\_\_\_\_  
Date

MARINETTE COUNTY

UPDATED 1/21/2020

2020 GRADE ORDER LIST STEP PLAN

GRADE	JOB TITLE	FLSA	DEPARTMENT	87.5%	90.0%	92.5%	95.0%	97.5%	Control Point	102.5%	105.0%	107.5%	110.0%	112.5%
				Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Maximum
<b>T</b>	COUNTY ADMINISTRATOR	ME	ADMINISTRATION	\$47.02	\$48.36	\$49.70	\$51.05	\$52.39	\$53.73	\$55.07	\$56.42	\$57.76	\$59.10	\$60.44
<b>S</b>	CORPORATION COUNSEL HHS DIRECTOR	ME ME	CORPORATION COUNSEL HHS	\$43.91	\$45.16	\$46.42	\$47.67	\$48.93	\$50.18	\$51.43	\$52.70	\$53.95	\$55.21	\$56.46
<b>R</b>	FINANCE DIRECTOR HUMAN RESOURCE DIRECTOR INFORMATION SERVICES DIRECTOR	ME ME ME	FINANCE HUMAN RESOURCES INFORMATION SERVICES	\$42.05	\$43.24	\$44.44	\$45.65	\$46.85	\$48.05	\$49.25	\$50.45	\$51.66	\$52.86	\$54.06
<b>Q</b>	COURT COMMISSIONER /REGISTER IN PROBATE	ME	CIRCUIT COURT	\$40.19	\$41.34	\$42.49	\$43.63	\$44.78	\$45.93	\$47.08	\$48.23	\$49.37	\$50.52	\$51.67
<b>P</b>	LAND INFORMATION DIRECTOR	ME	LAND INFORMATION	\$38.32	\$39.42	\$40.52	\$41.60	\$42.70	\$43.80	\$44.90	\$45.99	\$47.08	\$48.18	\$49.27
<b>O</b>				\$36.46	\$37.50	\$38.54	\$39.59	\$40.62	\$41.67	\$42.71	\$43.75	\$44.79	\$45.84	\$46.87
<b>N</b>	CHIEF DEPUTY DEPUTY DIRECTOR FACILITIES AND PARKS DIRECTOR HIGHWAY COMMISSIONER	ME ME ME ME	SHERIFF HHS FACILITIES AND PARKS HIGHWAY	\$34.59	\$35.58	\$36.57	\$37.56	\$38.55	\$39.53	\$40.52	\$41.51	\$42.50	\$43.49	\$44.47
<b>M</b>	LIBRARY DIRECTOR	ME	LIBRARY	\$32.73	\$33.66	\$34.59	\$35.54	\$36.47	\$37.40	\$38.34	\$39.27	\$40.21	\$41.14	\$42.08
<b>L</b>	ASSISTANT FACILITIES AND PARKS DIRECTOR ASSISTANT LAND INFORMATION DIRECTOR COMMUNITY SERVICES SUPERVISOR COMMUNITY SUPPORT PGM (CSP) SUPERVISOR COMPREHENSIVE COMMUNITY SERVICES MGR FORESTRY ADMINISTRATOR LIEUTENANT PUBLIC HEALTH OFFICER	ME ME ME ME ME ME ME ME	FACILITIES AND PARKS LAND INFORMATION HHS HHS HHS FORESTRY SHERIFF HHS	\$30.86	\$31.74	\$32.63	\$33.51	\$34.39	\$35.27	\$36.15	\$37.03	\$37.91	\$38.80	\$39.68
<b>K</b>	ADRC SUPERVISOR ASST FINANCE DIRECTOR CHILD & FAMILY SERVICES MGR CHILD SUPPORT DIRECTOR CIVILIAN JAIL ADMINISTRATOR COMMUNICATIONS DIRECTOR ECONOMIC SUPPORT MANAGER FINANCIAL MANAGER FINANCIAL MANAGER VETERAN'S SERVICE OFFICER WASTE FACILITIES MANAGER	ME ME ME ME ME ME ME ME ME ME ME	HHS FINANCE HHS CHILD SUPPORT SHERIFF DISPATCH HHS HHS HIGHWAY VETERANS LAND INFORMATION	\$29.00	\$29.83	\$30.66	\$31.48	\$32.31	\$33.14	\$33.97	\$34.80	\$35.62	\$36.45	\$37.28

GRADE	JOB TITLE	FLSA	DEPARTMENT	87.5%	90.0%	92.5%	95.0%	97.5%	Control Point	100.0%	102.5%	105.0%	107.5%	110.0%	112.5%
				Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Maximum	
<b>J</b>				\$27.13	\$27.91	\$28.68	\$29.46	\$30.23		\$31.01	\$31.79	\$32.55	\$33.33	\$34.11	\$34.88
	ASST FORESTRY ADMINISTRATOR	ME	FORESTRY												
	CRISIS COORDINATOR	PCE	HHS												
	MEDICAL EXAMINER	ME	MEDICAL EXAMINER												
	MENTAL HEALTH THERAPIST	PCE	HHS												
	PATROL SUPERINTENDENT	ME	HIGHWAY												
	PERSONAL CARE RN SUPERVISOR	ME	HHS												
<b>I</b>				\$25.27	\$25.98	\$26.71	\$27.43	\$28.16		\$28.87	\$29.59	\$30.32	\$31.04	\$31.76	\$32.48
	CHIEF MECHANIC	ME	HIGHWAY												
	CONSTR MAINT SUPERVISOR	ME	HIGHWAY												
	HUMAN RESOURCE GENERALIST	ME	HUMAN RESOURCES												
	MENTAL HEALTH CASE MGR-MA	NON	HHS												
	PSYCHIATRIC RN	PCE	HHS												
	PUBLIC HEALTH NURSE	PCE	HHS												
	SOCIAL WORK COORDINATOR	PCE	HHS												
<b>H</b>				\$23.40	\$24.07	\$24.73	\$25.41	\$26.08		\$26.74	\$27.41	\$28.07	\$28.75	\$29.42	\$30.08
	ACCESS SOCIAL WORKER	PCE	HHS												
	ADULT PROT SERVICE WORKER	PCE	HHS												
	ADULT SERVICES LIBRARIAN	NON	LIBRARY												
	AODA COUNSELOR	NON	HHS												
	ASST JAIL ADMINISTRATOR	ME	SHERIFF												
	BIRTH TO 3 PGM COORDIN	PCE	HHS												
	CHILDREN SERVICES LIBRARIAN	NON	LIBRARY												
	CP INITIAL ASSESS SOCIAL WORKER	PCE	HHS												
	CPS ONGOING SOC WORKER	PCE	HHS												
	EDUCATION SPECIALIST	NON	LAND INFORMATION												
	EMERGENCY MANAGEMENT COORDINATOR	NON	HIGHWAY												
	FORESTER	PCE	FORESTRY												
	FOSTER CARE COORDINATOR	PCE	HHS												
	JUVENILE COURT SOC WORKER	PCE	HHS												
	MECHANIC III	NON	HIGHWAY												
	NETWORK ADMINISTRATOR	PCE	INFORMATION SERVICES												
	PROPERTY LISTER	ME	LAND INFORMATION												
	REGISTERED DIETICIAN	PCE	HHS												
	SPECIAL INSTRUCTION TEACHER	NON	HHS												
	TAD COORDINATOR	PCE	HHS												
	WATER RESOURCE SPECIALIST	PCE	LAND INFORMATION												
	ZONING SANITARY TECH III	PCE	LAND INFORMATION												

GRADE	JOB TITLE	FLSA	DEPARTMENT	87.5%	90.0%	92.5%	95.0%	97.5%	Control Point	102.5%	105.0%	107.5%	110.0%	112.5%
				Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Maximum
<b>G</b>				\$21.54	\$22.15	\$22.77	\$23.38	\$24.00	\$24.61	\$25.23	\$25.84	\$26.46	\$27.07	\$27.69
	ACCOUNTANT	NON	FINANCE											
	ADRC SPECIALIST	NON	HHS											
	AFTER-HOUR CRISIS WORKER	NON	HHS											
	APPLICATIONS ADMINISTRATOR	NON	INFORMATION SERVICES											
	CHILD SUPPORT SPECIALIST	NON	CHILD SUPPORT											
	CORRECTIONS SERGEANT	NON	SHERIFF											
	DEMENTIA CARE SPECIALIST	NON	HHS											
	DEP REG PROB/LEGAL SECRETARY	NON	FAMILY COURT COMMISSIONER											
	DISABILITY BENEFITS SPECIALIST	NON	HHS											
	EQUIPMENT OPERATOR II	NON	HIGHWAY											
	EXECUTIVE ASSISTANT	NON	ADMINISTRATION											
	EXECUTIVE ASSISTANT	NON	HHS											
	HUMAN SERVICES CASE MANAGER	NON	HHS											
	INMATE ED & PGMS CORRECTIONS SERGEANT	NON	SHERIFF											
	INPATIENT/CRISIS CASE MANAGER	NON	HHS											
	LEGAL EXECUTIVE SECRETARY	NON	CORPORATION COUNSEL											
	MECHANIC II	NON	HIGHWAY											
	MENTAL HLTH CASE MGR-BA	NON	HHS											
	NUTRITION EDUCATOR	NON	HHS											
	PARKS SUPERVISOR	ME	FACILITIES AND PARKS											
	TAD CASE MANAGER	NON	HHS											
	WELFARE FRAUD INVESTIGATOR	NON	HHS											
	ZONING SANITARY TECH II	NON	LAND INFORMATION											
<b>F</b>				\$19.68	\$20.24	\$20.80	\$21.36	\$21.92	\$22.49	\$23.05	\$23.62	\$24.18	\$24.73	\$25.30
	ADMINISTRATIVE SPECIALIST	NON	CHILD SUPPORT											
	ADMINISTRATIVE SPECIALIST	NON	DISTRICT ATTORNEY											
	ADMINISTRATIVE SPECIALIST	NON	HHS											
	ADMINISTRATIVE SPECIALIST	NON	HUMAN RESOURCES											
	ADMINISTRATIVE SPECIALIST	NON	FACILITES AND PARKS											
	ADMINISTRATIVE SPECIALIST	NON	SHERIFF											
	ADMINISTRATIVE SPECIALIST	NON	HIGHWAY											
	ASSISTANT MEDICAL EXAMINER	NON	MEDICAL EXAMINER											
	CHIEF DEPUTY ROD/TRACK SUPERVISOR	NON	REGISTER OF DEEDS											
	CIVILIAN CORRECTIONS OFF	NON	SHERIFF											
	DATABASE SPECIALIST/PROG ASST	NON	LAND INFORMATION											
	DISPATCHER	NON	DISPATCH											
	ECONOMIC SUPPORT QC/TRAINER	NON	HHS											
	EQUIPMENT OPERATOR I	NON	HIGHWAY											
	FORESTRY EQUIPMENT OPERATOR	NON	FORESTRY											
	HEAD SECRETARY	NON	UW EXTENSION											
	JUDICIAL ASSISTANT	NON	CIRCUIT COURT											
	LAND FILL OPERATOR	NON	LAND INFORMATION											
	LEGAL SECRETARY	NON	DISTRICT ATTORNEY											
	MAINTENANCE TECH II	NON	FACILITES AND PARKS											
	MECHANIC I	NON	HIGHWAY											
	MICROCOMPUTER SPECIALIST	NON	INFORMATION SERVICES											
	PROGRAM ASSISTANT	NON	VETERANS											
	PROPERTY LISTING SPECIALIST II	NON	LAND INFORMATION											
	PURCHASING/STOCKRM COORDINATOR I	NON	HIGHWAY											
	SCALER TECHNICIAN	NON	FORESTRY											
	VICTIM WITNESS COORDINATOR	NON	DISTRICT ATTORNEY											

GRADE	JOB TITLE	FLSA	DEPARTMENT	87.5%	90.0%	92.5%	95.0%	97.5%	Control Point	102.5%	105.0%	107.5%	110.0%	112.5%
				Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Maximum
<b>E</b>				\$17.81	\$18.32	\$18.83	\$19.34	\$19.84	\$20.36	\$20.87	\$21.37	\$21.88	\$22.40	\$22.90
	ACCOUNTING CLERK	NON	FINANCE											
	ACCOUNTING CLERK	NON	HHS											
	BRANCH LIBRARIAN	NON	LIBRARY											
	CHILDREN FIRST CASE MANAGER	NON	CHILD SUPPORT											
	DEPUTY CLERK OF COURTS	NON	CLERK OF COURTS											
	DEPUTY COUNTY CLERK	NON	COUNTY CLERK											
	DEPUTY REGISTER OF DEEDS	NON	REGISTER OF DEEDS											
	DEPUTY TREASURER	NON	TREASURER											
	ECONOMIC SUPPORT WORKER	NON	HHS											
	JOB COACH	NON	HHS											
	MAINTENANCE TECHNICIAN I	NON	FACILITIES AND PARKS											
	PARKS CARETAKER II	NON	FACILITIES AND PARKS											
	PROPERTY LISTING SPECIALIST I	NON	LAND INFORMATION											
	TECH ASST/BRANCH LIBRARIAN	NON	LIBRARY											
	YOUTH CAMP CARETAKER	NON	FACILITIES AND PARKS											
<b>D</b>				\$15.95	\$16.40	\$16.86	\$17.31	\$17.77	\$18.22	\$18.68	\$19.14	\$19.59	\$20.05	\$20.50
	ADMINISTRATIVE ASSISTANT	NON	HHS											
	ADMINISTRATIVE ASSISTANT	NON	SHERIFF											
	CUSTODIAN	NON	FACILITIES AND PARKS											
	ENERGY WORKER	NON	HHS											
	MENTAL HEALTH TECH	NON	HHS											
	PARKS CARETAKER I	NON	FACILITIES AND PARKS											
	SCALE ATTENDANT	NON	LAND INFORMATION											
	TRANSPORTATION COORDINATOR	NON	HHS											
<b>C</b>				\$14.76	\$15.18	\$15.61	\$16.03	\$16.45	\$16.87	\$17.29	\$17.71	\$18.13	\$18.56	\$18.98
<b>B</b>				\$13.67	\$14.06	\$14.45	\$14.84	\$15.23	\$15.62	\$16.01	\$16.40	\$16.79	\$17.18	\$17.58
	LIBRARY ASSISTANT	NON	LIBRARY											
	LIBRARY PAGE	NON	LIBRARY											
	TRANSPORTER	NON	HHS											
<b>A</b>				\$12.66	\$13.02	\$13.38	\$13.74	\$14.10	\$14.46	\$14.82	\$15.19	\$15.55	\$15.91	\$16.27

**FLSA KEY**

ME - MANAGEMENT EXEMPT
PCE - PROFESSIONAL/COMPUTER EXEMPT
NON - NON-EXEMPT

CARLSON DETTMANN COMPENSATION AND CLASSIFICATION PLAN  
 IMPLEMENTED ON JULY 16, 2017

**REQUEST TO REQUIRE, AND ALLOW THE ENFORCEMENT OF, AN ANNUAL 590 NUTRIENT MANAGEMENT PLAN ON  
“EXISTING” CROPLAND AND PASTURES WITHOUT THE REQUIREMENT OF A COST-SHARING OFFER TO THE  
LANDOWNER**

**WHEREAS**, a 590 Nutrient Management Plan (“NM Plan”) is one of a suite of agricultural performance standards and prohibitions established by State of Wisconsin law, Chapter NR151 Wisconsin Administrative Code, to achieve water quality standards as required by s. 281.16 (2) and (3), Wisconsin Statutes; and,

**WHEREAS**, State of Wisconsin law, Chapter ATCP 50 Wisconsin Administrative Code, generally requires a bona fide offer of cost-sharing to require and to enforce a landowner to have an NM Plan on “existing” cropland and pastures (hereafter, “current cost-share requirement”); and,

**WHEREAS**, nutrients from cropland and pastures are the largest source of nonpoint source nutrient pollution in surface water and groundwater in Wisconsin; and,

**WHEREAS**, an NM Plan is the best available conservation practice to address this nutrient pollution; and,

**WHEREAS**, NM Plans have been promoted to landowners in Wisconsin for over 25 years, but still only 36.9% (3.4 million acres) of the state’s 9.2 million acres of cropland are currently included in an NM Plan; and,

**WHEREAS**, the annual rate of increase in acres of cropland covered by an NM Plan has declined in recent years and will likely continue to decline, due to: 1) declining landowner participation in the Farmland Preservation Program-- which has been a main driver of non-cost-shared NM Plans; 2) the early adopters of NM Plans, and likely most voluntary adopters, now already have an NM Plan; 3) a slowdown in the annual increase of cropland being farmed by CAFOs; and,

**WHEREAS**, with this apparent declining annual rate of increase in acres of cropland covered by NM Plans in virtually all other programs and areas, NM Plan cost-sharing will likely become the main--and likely one of the only-- drivers available to require and to enforce landowners to have an NM plan on the remainder of the “existing” cropland and pastures; and,

**WHEREAS**, at the current ATCP 50-required NM Plan cost-share rate of \$40.00 per acre it will take another 112 years to cost-share landowners to require and to enforce NM Plans on the remaining 5.8 million acres of cropland in Wisconsin--which is an unacceptably-long time period that is being allowed by this current cost-share requirement ; and,

**WHEREAS**, an NM Plan is a management tool that can help maintain or increase farm profitability, especially during challenging economic times like are currently being faced by agricultural operations; and,

**WHEREAS**, furthermore, DATCP grant funds saved by not requiring this current cost-share requirement could be redirected to implement nutrient management plans and to incentivize landowners to adopt and implement superior levels of soil and water conservation that exceed the Wisconsin Agricultural Performance Standards and Prohibitions, such as attaining phosphorus index and soil loss levels well below the minimum standards.

**NOW, THEREFORE, BE IT RESOLVED**, that the North Central Land and Water Conservation Association hereby requests that the State of Wisconsin amend Chapter ATCP 50 to require, and allow the enforcement of, an annual 590 Nutrient Management Plan on all “existing” cropland and pastures without the requirement of a cost-sharing offer to the landowner by the January 1<sup>st</sup>, 2025.

**BE IT FURTHER RESOLVED**, that a copy of this resolution be sent to all State Legislators, the Governor, DATCP Secretary, DNR Secretary, and the WI Counties Association.

**REQUEST TO REQUIRE A 590 NUTRIENT MANAGEMENT PLAN or PHOSPHORUS-BASED  
RECOMMENDATIONS FOR ALL APPLICATIONS OF DOMESTIC SEWAGE SLUDGE AND INDUSTRIAL  
WASTES/BY-PRODUCTS TO AGRICULTURAL LAND**

**WHEREAS**, Wisconsin surface waters are increasingly degraded by excess phosphorus runoff from agricultural land; and

**WHEREAS**, best management practices that reduce phosphorus runoff need to be implemented the same between agricultural, domestic, and industrial nutrient sources; and

**WHEREAS**, the United States Department of Agriculture - Natural Resources Conservation Service's Conservation Practice Standard 590 - Nutrient Management (590) was changed in 2005 from a nitrogen-based nutrient application recommendation to a phosphorus-based nutrient application recommendation for varying soil test phosphorus levels; and

**WHEREAS**, current State of Wisconsin regulation, Chapter NR 204 and Chapter NR214, Wisconsin Administrative Code, requires domestic sewage sludge and industrial wastes/by-products be land applied using nitrogen-based recommendations, and does not require a 590 Nutrient Management Plan for any applications of domestic sewage sludge or industrial wastes/by-products to agricultural land; which results in land applications that often increase soil test phosphorus levels to the excessively high range; and

**WHEREAS**, agricultural land that has excessively high soil test phosphorus levels due to domestic sewage sludge or industrial waste/by-product applications at nitrogen-based recommendations has the potential to become a significant source of phosphorus runoff, and

**WHEREAS**, there should not be this inconsistency in State of Wisconsin regulation of nutrient applications to agricultural land based solely on nutrient source, i.e. agricultural vs. domestic and industrial.

**NOW, THEREFORE, BE IT RESOLVED**, that North Central Land and Water Conservation Association hereby requests that the State of Wisconsin require all applications of domestic sewage sludge and industrial wastes/by-products, to agricultural land be made according to a 590 Nutrient Management Plan, or be made according to phosphorus-based nutrient application recommendations if no 590 Nutrient Management Plan is required, to limit excessive phosphorus applications and reduce potential phosphorus runoff to Wisconsin surface waters.

**BE IT FURTHER RESOLVED**, that a copy of this resolution be sent to all State Legislators, the Governor, DATCP Secretary, DNR Secretary, and the WI Counties Association.



# MARINETTE COUNTY POSITION REQUEST FORM

### Administration Completes and returns to the Department

Applicable dates:  
 Governing Committee Infra - 1-10-2020  
 Administrative Committee 2-13-2020  
 County Board 2-25-2020

Permission to proceed: \_\_\_\_\_

(County Administrator initials and dates)

### Department Completes and submits to Human Resources

Department: Facilities & Parks  
 Department Head: Facilities & Parks Director  
 Supervisor: Assistant Facilities & Parks Director  
 Position Title: Program Assistant

Old Position Title: \_\_\_\_\_  
 Hours per Week/Year: 40  
 Effective Date:  / /

Account Number(s): \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

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

Funding taken from: \_\_\_\_\_ (i.e. salaries with or without fringes)

Justification for request: **Please attach**

### Human Resources Completes and submits to Finance

Wage Scale: MC  
 Pay Rate/Salary: \$ 19.68 - 22.49 - 25.30  
 Pay Level: F

Human Resources Initials: KB

### Finance Completes and returns to Administration

Cost of Request:  
 Wages: \$ \_\_\_\_\_ Workers Comp: \$ \_\_\_\_\_  
 FICA: \$ \_\_\_\_\_ Life Insurance: \$ \_\_\_\_\_  
 Retirement: \$ \_\_\_\_\_ Longevity: \$ \_\_\_\_\_  
 Other (explain): see attached \$ \_\_\_\_\_

Total Cost: \$ 65,711.58 - 72,407.96 - 79,104.35 Finance Initials: LM

### Approval\*

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

1/14/20  
1/17/2020

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



## **Job Title: Program Assistant**

**Department:** Facilities & Parks

**Position Reports to:** Assistant Facilities & Parks Director

**Pay Grade Level:** Carlson-Dettmann F

**FLSA Status:** Non-Exempt

**Position Status:** Full Time

### **JOB ANALYSIS**

This position is responsible to assist Facilities & Parks management with marketing and developing various County owned/operated recreational activities and facilities. This position will also serve as back-up to the Administrative Specialist.

### **ESSENTIAL JOB FUNCTIONS**

- A. Create and maintain a vibrant social media presence utilizing all facets of social media, including, but not limited to, Facebook, Twitter, Instagram and County webpages or websites and promote Marinette County parks, campgrounds, waterfalls, boat landings, lodges, etc., utilizing these locations.
- B. Provide information/direction to customers or visitors and respond to inquiries.
- C. Create pamphlets, brochures, maps, etc., promoting Marinette County for public distribution.
- D. Create ad content for various publications, webpage, website and social media.
- E. Assist with preparing, submitting and administering grants.
- F. Assist with the planning, development and execution of new and existing recreational activities.
- G. Perform various clerical duties to include maintaining files, proofreading, mail distribution and providing back up to the department's Administrative Specialist.
- H. Prepare applicable reports for distribution and consideration.
- I. Prepare press releases.

### **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. Operate modern office equipment.
- D. Possess working knowledge of general office procedures, computer hardware/software and office equipment.
- E. Communicate orally and in writing effectively.
- F. Write documents and/or articles using original or innovative techniques or styles.
- G. Present information to management, small groups and individuals.
- H. Respond to inquiries, complaints or questions from a group or individual setting.
- I. Remain calm and levelheaded in difficult, unexpected or emergency situations.
- J. Establish and maintain an effective working relationship with department heads, employees, the general public and other agency staff.
- K. Possess excellent public relation skills.
- L. Apply excellent trouble shooting skills.
- M. Exercise the judgment and creativity required in situations involving the direction, control and planning of an entire program or multiple programs.
- N. Respond effectively to the most sensitive inquires or complaints.
- O. Define problems, collect data, establish facts and draw valid conclusions.
- P. Add, subtract, divide and multiply.
- Q. Process information derived from numbers.
- R. Compute rate, ratio and percent as well as draw and interpret bar graphs.
- S. Memorize and retain information over long and short periods of time.
- T. Apply attention to detail.
- U. Apply procedures and interpret instructions accurately.
- V. Perform effectively under tight time frames and demanding schedules.

- W. Plan and monitor assigned activities.
- X. Work as team player in the absence of or with minimal supervision.

### **QUALIFICATIONS**

- A. Requires a High School Diploma and special course work beyond High School or college credits in a related field.
- B. Requires two years of experience in a related field.
- C. Prefer graphic design experience.
- D. Possess and maintain an insurance acceptable driver's license.

### **ENVIRONMENTAL CONDITIONS OF THE WORKPLACE**

- A. Work indoors in a controlled environment.
- B. Work indoors in a non-temperature controlled environment.
- C. Work outdoors exposed to changing weather conditions.
- D. Work outdoors but in the confines of a vehicle.
- E. Work in wet or humid conditions.
- F. Deal with challenges and criticism on a regular basis.
- G. Travel to all county workstations on an as needed basis.
- H. Interact with abusive and/or difficult individuals occasionally.
- I. Work in fast-paced high-pressure situations.

### **PHYSICAL DEMANDS**

- A. Requires hand-eye coordination.
- B. Sit for long periods of time.
- C. Stand for long periods of time.
- D. Bend, squat, stretch, and twist frequently.
- E. Lift and/or carry up to 25 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: 12/2019  
Approved: 01/07/2020

01/08/2020: Position pending Committee and County Board approval.

**2020 Position Request - Program Assistant**

	Hours	Per Hour	111 SALARY	Longevity	7.65% 151 *FICA	6.75% 152 WRS	154 **H&D & HRA	155 Life Insurance	0.17% 159 W/C	Total Benefits	Total Salary & Benefits
<b>New Position:</b>											
Program Assistant-Grade F, Step 1	2080	\$ 19.68	\$ 40,934.40	\$ -	\$ 2,969.89	\$ 2,763.07	\$ 18,924.23	\$ 50.40	\$ 69.59	\$ 24,777.18	\$ 65,711.58
Program Assistant-Grade F, Step 6	2080	\$ 22.49	\$ 46,779.20	\$ -	\$ 3,417.01	\$ 3,157.60	\$ 18,924.23	\$ 50.40	\$ 79.52	\$ 25,628.76	\$ 72,407.96
Program Assistant-Grade F, Step 11	2080	\$ 25.30	\$ 52,624.00	\$ -	\$ 3,864.14	\$ 3,552.12	\$ 18,924.23	\$ 50.40	\$ 89.46	\$ 26,480.35	\$ 79,104.35

\*FICA percentage calculated by salary plus longevity minus employee share of health and dental/125 Flex

\*\*Employer H&D: Priority Employee/Spouse Health, Family Dental

## **Justification for Creation of a Program Assistant Position in Facilities and Parks Department**

The County Board has identified Community Development and Tourism efforts as a priority by directing the creation of two positions in Community Development and Tourism. The Development and Tourism positions will take the lead on promoting and marketing the County and provide assistance to municipalities and businesses to accomplish the task of advancing Community Development and Tourism County-Wide. However neither of these two positions will focus solely on the objective of promoting and marketing County assets. This will be one more position working to enhance/develop County recreational activities which entice people to want to come live and/or play in Marinette County. The County has a multimillion dollar investment in its Parks system. To develop and/or enhance the existing Marinette County Parks system we need to do more and in order to do more we need additional staff. The Program Assistant position will allow the County to plan and develop new recreational activities, apply for grants, and promote and market the County assets on various social media platforms. In addition, this position will provide a much needed backup to the Administrative Specialist position in Facilities and Parks Department.



# MARINETTE COUNTY POSITION REQUEST FORM

### Administration Completes and returns to the Department

Applicable dates:

Governing Committee

Administrative Committee

County Board

2/11/2020 - Development  
2/13/2020  
2/25/2020

Permission to proceed:

(County Administrator initials and dates)

### Department Completes and submits to Human Resources

Department: Administration  
Department Head: County Administrator  
Supervisor: \_\_\_\_\_  
Position Title: Development/Tourism Director  
Old Position Title: \_\_\_\_\_  
Hours per Week/Year: 40/2080  
Effective Date: ASAP / \_\_\_\_ / \_\_\_\_  
Account Number(s): 56710000-52291

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

Funding taken from: \_\_\_\_\_ (i.e. salaries with or without fringes)

Justification for request: Please attach

### Human Resources Completes and submits to Finance

Wage Scale: NC  
Pay Rate/Salary: \$ 23.40 2674 30.08  
Pay Level: H

Human Resources Initials: KA

### Finance Completes and returns to Administration

Cost of Request:			
Wages:	\$ _____	Workers Comp:	\$ _____
FICA:	\$ _____	Life Insurance:	\$ _____
Retirement:	\$ _____	Longevity:	\$ _____
Other (explain):	_____		\$ _____

Total Cost: \$ See attached

Finance Initials: LM 2/5/20

### Approval\*

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

1/30/2020

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

**Justification to Create Development/Tourism Director  
and Development/Tourism Program Assistant Positions**

The County Board at the January 14, 2020 Board meeting directed the Development Committee and the County Administrator to create an internal Community Development and Tourism Director positions. It is my recommendation as County Administrator to create a Director position for Development and Tourism and a Program Assistant position to help with the task of advancing Community Development and tourism. The advantage of a Director and Program Assistant positions will not result in a duplication of skill sets and will provide continuity if either of the positions were ever to be vacated.

**2020 Position Request - Development/Tourism Director**  
**Department: Division of Development/Tourism - Administration Dept.**

	Hours	Per Hour	111 SALARY	Longevity	7.65% 151 *FICA	6.75% 152 WRS	154 **H&D & HRA	155 Life Insurance	0.17% 159 WIC	Total Benefits	Total Salary & Benefits
<b>New Position: Grade H, Step 1</b>	2080	\$ 23.40	\$ 48,672.00	\$ -	\$ 3,561.81	\$ 3,285.36	\$ 18,924.23	\$ 50.40	\$ 82.74	\$ 25,904.54	\$ 74,576.54
Grade H, Step 6	2080	\$ 26.74	\$ 55,619.20	\$ -	\$ 4,093.27	\$ 3,754.30	\$ 18,924.23	\$ 50.40	\$ 94.55	\$ 26,916.75	\$ 82,535.95
Grade H, Step 11	2080	\$ 30.08	\$ 62,566.40	\$ -	\$ 4,624.73	\$ 4,223.23	\$ 18,924.23	\$ 50.40	\$ 106.36	\$ 27,928.96	\$ 90,495.36

\*FICA percentage calculated by salary plus longevity minus employee share of health and dental/125 Flex  
 \*\*Employer H&D Vacant positions: Priority Employee/Spouse Health, Family Dental



## **Job Title: Development/Tourism Director**

**Department:** Administration – Development/Tourism Division

**Position Reports to:** County Administrator

**Pay Grade Level:** Carlson-Dettmann H

**FLSA Status:** Exempt

**Position Status:** Full Time

### **JOB ANALYSIS**

This position is responsible to develop, plan and coordinate programs and services promoting tourism and community/economic development by working closely with businesses, local municipalities, boards, non-profit organizations, entrepreneurs and financial institutions to grow tourism and expand existing businesses and attract new businesses, services and industries. This position also focuses on creating and maintaining positive relationships with local developers who are interested in expanding residential options. Additionally, this position will provide planning assistance and coordination for projects assisting with local and state permitting processes and the identification of available funding sources. This position works independently under minimal supervision and exercises great discretion.

### **ESSENTIAL JOB FUNCTIONS**

- A. Provide consultation and technical assistance encompassing the range of community and business development including planning, developing and enhancing infrastructure, as well as, project financing strategy.
- B. Lead the development and implementation of tools to advance Tourism and Community and Economic Development.
- C. Work with municipalities, BLRPC, inVenturenorth, Chambers, Business Associations and other partners to enhance Tourism and Community/Economic Development.
- D. Provide information and/or make presentations to boards, commissions, civic groups, businesses, individuals and the general public on Tourism and Community/Economic issues, programs, services and plans.
- E. Maintain an inventory of available buildings, as well as, businesses, industrial and residential development sites within the County.
- F. Formulate and implement community marketing and business attraction strategies.
- G. Monitor programs and legislation related to Tourism and Community/Economic Development and report findings to appropriate impacted parties.
- H. Work with the various communities to develop short and long-range Tourism and Community/Economic development goals.
- I. Maintain a working relationship with various State and Federal agencies as deemed necessary and appropriate to advance Tourism and Community/Economic Development.
- J. Promote the development within the various industrial/business parks within the County.
- K. Review and analyze projects and provide recommendations on how the County should assist the project.
- L. Create and analyze reports as required.
- M. Maintain knowledge of public and private development resources in order to assist businesses with accessing financial and business assistance resources.
- N. Develop promotional materials and utilize County website and social media to promote Tourism and Community/Economic Development.
- O. Research and remain up to date on development policies for municipalities within Marquette County.
- P. Plan, organize and direct the activities of personnel in the Development/Tourism Division including interviewing, hiring, disciplining, evaluating performance and assigning and directing work.
- Q. Prepare, update, review and forecast Development and Tourism Division budget in accordance with Marquette County policies.
- R. Develop and solicit various requests for proposals and, if awarded, execute and supervise those contracts.
- S. Meet with various stakeholders to discuss and exchange ideas.

### **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. Operate modern office equipment.
- D. Possess working knowledge of general office procedures, computer hardware/software and office equipment.
- E. Communicate orally and in writing effectively.
- F. Write documents and/or articles using original or innovative techniques or styles.
- G. Present information to management, small groups and individuals.
- H. Respond to inquiries, complaints or questions from a group or individual setting.
- I. Remain calm and levelheaded in difficult, unexpected or emergency situations.
- J. Establish and maintain an effective working relationship with department heads, employees, the general public and other agency staff.
- K. Possess excellent public relation skills.
- L. Apply excellent trouble shooting skills.
- M. Exercise the judgment and creativity required in situations involving the direction, control and planning of an entire program or multiple programs.
- N. Interpret complex documents.
- O. Respond effectively to the most sensitive inquires or complaints.
- P. Define problems, collect data, establish facts and draw valid conclusions.
- Q. Process information derived from numbers.
- R. Compute rate, ratio and percent as well as draw and interpret bar graphs.
- S. Work with mathematical concepts such as probability and statistics.
- T. Memorize and retain information over long and short periods of time.
- U. Apply charts, diagrams, or contemplate logical steps in a process.
- V. Apply attention to detail.
- W. Apply procedures and interpret instructions accurately.
- X. Perform effectively under tight time frames and demanding schedules.
- Y. Plan and monitor assigned activities.
- Z. Prioritize multiple tasks and meet scheduled deadlines.
- AA. Work as team player in the absence of or with minimal supervision.
- BB. Manage unexpected changes within job duties.
- CC. Demonstrate knowledge of principles and practices of public management.
- DD. Work independently and exercise sound professional judgment.

## **QUALIFICATIONS**

- A. Requires a Bachelor's degree from an accredited school in the Business Administration, Planning/Community Development, marketing or related field.
- B. Requires two years or experience in Tourism, Community and/or Economic Development or related field with one year of supervisory experience.
- C. Possess and maintain an insurance acceptable driver's license.
- D. Prefer WI Certification as Economic Developer (CEcD) or Economic Development Finance Professional (EDFP).

## **ENVIRONMENTAL CONDITIONS OF THE WORKPLACE**

- A. Work indoors in a controlled environment.
- B. Work outdoors but in the confines of a vehicle.
- C. Deal with challenges and criticism on a regular basis.
- D. Travel to all county workstations on an as needed basis.
- E. Interact with abusive and/or difficult individuals occasionally.
- F. Work in fast-paced high-pressure situations.

## **PHYSICAL DEMANDS**

- A. Sit for long periods of time.
- B. Lift and/or carry up to 25 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: 01/2020  
Approved: 02/03/2020

02/04/2020 – Position pending Committee/County Board approvals.



# MARINETTE COUNTY POSITION REQUEST FORM

### Administration Completes and returns to the Department

Applicable dates:  
 Governing Committee 2/11/2020 - Development  
 Administrative Committee 2/13/2020  
 County Board 2/25/2020

Permission to proceed:   
 (County Administrator initials and dates)

### Department Completes and submits to Human Resources

Department: Administration  
 Department Head: Development./Tourism Director  
 Supervisor: Development./Tourism Director  
 Position Title: Program Assistant  
 Old Position Title: \_\_\_\_\_  
 Hours per Week/Year: 40/2080  
 Effective Date: ASAP /  
 Account Number(s): 56710000-52291

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

Funding taken from: \_\_\_\_\_ (i.e. salaries with or without fringes)

Justification for request: **Please attach**

### Human Resources Completes and submits to Finance

Wage Scale MC  
 Pay Rate/Salary: \$ 19.08 22.49 25.30  
 Pay Level: F

Human Resources Initials: KB

### Finance Completes and returns to Administration

Cost of Request:  
 Wages: \$ \_\_\_\_\_ Workers Comp: \$ \_\_\_\_\_  
 FICA: \$ \_\_\_\_\_ Life Insurance: \$ \_\_\_\_\_  
 Retirement: \$ \_\_\_\_\_ Longevity: \$ \_\_\_\_\_  
 Other (explain): \_\_\_\_\_ \$ \_\_\_\_\_

Total Cost: \$ See attached Finance Initials: LM 2/5/20

### Approval\*

Department Head: \_\_\_\_\_  
 County Administrator:  1/30/2020

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

**Justification to Create Development/Tourism Director  
and Development/Tourism Program Assistant Positions**

The County Board at the January 14, 2020 Board meeting directed the Development Committee and the County Administrator to create an internal Community Development and Tourism Director positions. It is my recommendation as County Administrator to create a Director position for Development and Tourism and a Program Assistant position to help with the task of advancing Community Development and tourism. The advantage of a Director and Program Assistant positions will not result in a duplication of skill sets and will provide continuity if either of the positions were ever to be vacated.

**2020 Position Request - Program Assistant**

**Department: Division of Development/Tourism - Administration Dept.**

	Hours	Per Hour	111 SALARY	Longevity	7.65% 151 *FICA	6.75% 152 WRS	154 **H&D & HRA	155 Life Insurance	0.17% 159 W/C	Total Benefits	Total Salary & Benefits
<b>New Position:</b>											
Program Assistant-Grade F, Step 1	2080	\$ 19.68	\$ 40,934.40	\$ -	\$ 2,969.89	\$ 2,763.07	\$ 18,924.23	\$ 50.40	\$ 69.59	\$ 24,777.18	\$ 65,711.58
Program Assistant-Grade F, Step 6	2080	\$ 22.49	\$ 46,779.20	\$ -	\$ 3,417.01	\$ 3,157.60	\$ 18,924.23	\$ 50.40	\$ 79.52	\$ 25,628.76	\$ 72,407.96
Program Assistant-Grade F, Step 11	2080	\$ 25.30	\$ 52,624.00	\$ -	\$ 3,864.14	\$ 3,552.12	\$ 18,924.23	\$ 50.40	\$ 89.46	\$ 26,480.35	\$ 79,104.35

\*FICA percentage calculated by salary plus longevity minus employee share of health and dental/125 Flex

\*\*Employer H&D: Priority Employee/Spouse Health, Family Dental



## **Job Title: Program Assistant**

**Department:** Administration – Development/Tourism Division

**Position Reports to:** Development/Tourism Director

**Pay Grade Level:** Carlson-Dettmann F

**FLSA Status:** Non-Exempt

**Position Status:** Full Time

### **JOB ANALYSIS**

This position is responsible to assist the Development/Tourism Director with marketing and developing Marinette County and communities within the County. .

### **ESSENTIAL JOB FUNCTIONS**

- A. Create and maintain a vibrant social media presence utilizing all facets of social media, including, but not limited to, Facebook, Twitter, Instagram and County webpages or websites to promote Marinette County and the communities, businesses and events within Marinette County.
- B. Provide information/direction to customers or visitors and respond to inquiries.
- C. Create pamphlets, brochures, maps, etc., promoting Marinette County for public distribution.
- D. Create ad content for various publications, webpage, website and social media.
- E. Assist with preparing, submitting and administering grants.
- F. Perform various clerical duties including, but not limited to, answering phones, maintaining files, proofreading and mail distribution.
- G. Prepare applicable reports for distribution and consideration.
- H. Prepare press releases.

### **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. Operate modern office equipment.
- D. Possess working knowledge of general office procedures, computer hardware/software and office equipment.
- E. Communicate orally and in writing effectively.
- F. Write documents and/or articles using original or innovative techniques or styles.
- G. Present information to management, small groups and individuals.
- H. Respond to inquiries, complaints or questions from a group or individual setting.
- I. Remain calm and levelheaded in difficult, unexpected or emergency situations.
- J. Establish and maintain an effective working relationship with department heads, employees, the general public and other agency staff.
- K. Possess excellent public relation skills.
- L. Apply excellent trouble shooting skills.
- M. Exercise the judgment and creativity required in situations involving the direction, control and planning of an entire program or multiple programs.
- N. Respond effectively to the most sensitive inquires or complaints.
- O. Define problems, collect data, establish facts and draw valid conclusions.
- P. Add, subtract, divide and multiply.
- Q. Process information derived from numbers.
- R. Compute rate, ratio and percent as well as draw and interpret bar graphs.
- S. Memorize and retain information over long and short periods of time.
- T. Apply attention to detail.
- U. Apply procedures and interpret instructions accurately.
- V. Perform effectively under tight time frames and demanding schedules.
- W. Plan and monitor assigned activities.

- X. Work as team player in the absence of or with minimal supervision.

### **QUALIFICATIONS**

- A. Requires a High School Diploma and special course work beyond High School or college credits in a related field.
- B. Requires two years of experience in a related field.
- C. Prefer graphic design experience.
- D. Possess and maintain an insurance acceptable driver's license.

### **ENVIRONMENTAL CONDITIONS OF THE WORKPLACE**

- A. Work indoors in a controlled environment.
- B. Work indoors in a non-temperature controlled environment.
- C. Work outdoors exposed to changing weather conditions.
- D. Work outdoors but in the confines of a vehicle.
- E. Work in wet or humid conditions.
- F. Deal with challenges and criticism on a regular basis.
- G. Travel to all county workstations on an as needed basis.
- H. Interact with abusive and/or difficult individuals occasionally.
- I. Work in fast-paced high-pressure situations.

### **PHYSICAL DEMANDS**

- A. Requires hand-eye coordination.
- B. Sit for long periods of time.
- C. Stand for long periods of time.
- D. Bend, squat, stretch, and twist frequently.
- E. Lift and/or carry up to 25 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: 01/2020  
Approved: 02/03/2020

02/04/2020 – Position pending Committee/County Board approvals.

**Division of Energy, Housing and Community Resources**

Community Development Block Grant – Authorizing Resolution for CDBG Application Submission

**AUTHORIZING RESOLUTION**

for the Submission of a  
Community Development Block Grant (CDBG) Application

Relating to the County of Marinette participation in the  
*(County, City, Village, or Town)* *(UGLG/Unit of General Local Government's Name)*  
Community Development Block Grant – Public Facilities (CDBG–PF) / Planning (CDBG-PLNG)  
program;

WHEREAS, Federal monies are available under the Community Development Block Grant  
(CDBG) program, administered by the Wisconsin Department of Administration (DOA) Division of  
Energy, Housing and Community Resources (DEHCR) for the purpose of the provision or  
development of a County of Marinette with the project located in /City of Niagara  
*(County, City, Town, Village)*  
plan (CDBG-PLNG), or for the provision or improvement of public facilities (CDBG-PF); and

WHEREAS, after public meeting and due consideration, the County Board  
*(Name of Appropriate Committee)*  
has recommended that an application be submitted to DOA for the following project(s):  
City of Niagara US HWY 141 Improvement Project ; and  
*(CDBG Proposed Project Title)*

WHEREAS, it is necessary for the County Board to  
*(County Board, City Council, Village Board, Town Board)*  
approve the preparation and filing of an application for the County to  
*(County, City, Town, Village)*  
receive funds from this program; and

WHEREAS, the County Board has reviewed the  
*(County Board, City Council, Village Board, Town Board)*  
need for the proposed project(s) and the benefit(s) to be gained there from;

NOW, THEREFORE, BE IT RESOLVED, that the County Board  
*(City Council, County Board, Village Board, Town Board)*  
does hereby approve and authorize the preparation and filing of an application for the above-  
named project(s); and that the Board Chairperson is hereby  
*(Council President, Mayor, Board Chair, Village President)*

**Division of Energy, Housing and Community Resources**

**Community Development Block Grant – Authorizing Resolution for CDBG Application Submission**

authorized to sign all necessary documents on behalf of the County ; and  
*(County, City, Village, Town)*

that authority is hereby granted to Administrative Committee  
*(Name of Appropriate Committee)*

to take the necessary steps to prepare and file the application for funds under this program in accordance with this resolution.

ADOPTED on this 25th day of February , 2020 . ATTEST: \_\_\_\_\_  
*(Day) (Month) (Year) (Signature of Clerk)*

The governing body of County of Marinette has authorized the above resolution  
*(UGLG/Unit of General Local Government's Name)*  
by Resolution No.: \_\_\_\_\_ , dated February 25<sup>th</sup>, 2020 .  
*(Resolution Number) (Date Authorized)*

\_\_\_\_\_  
*Signature of the Chief Elected Official Title Date Signed*

\_\_\_\_\_  
*Typed Name of the Chief Elected Official*

**Division of Energy, Housing and Community Resources**

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**Resolution to Adopt the Policy to  
Prohibit the Use of Excessive Force and the Barring of Entrances/Exits  
for Non-Violent Civil Rights Demonstrations**

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE BOARD OF THE COUNTY OF MARINETTE,

**POLICY TO PROHIBIT THE USE OF EXCESSIVE FORCE AND THE BARRING OF ENTRANCES/EXITS  
FOR NON-VIOLENT CIVIL RIGHTS DEMONSTRATIONS**

WHEREAS Section 104 (L)(1) of Title I of the Housing and Community Development Act of 1974 as amended (42 U.S.C. 69 §5304) prohibits the State from expending or obligating any Community Development Block Grant funds to any unit of general local government that does not have or adopt a policy prohibiting the use of excessive force by local law enforcement agencies within its jurisdiction against any individuals engaged in nonviolent civil rights demonstrations; and a policy of enforcing State and local laws against physically barring entrance to or exit from a facility or location which is the subject of such nonviolent civil rights demonstration within its jurisdiction;

AND WHEREAS it is in the interest of the COUNTY of MARINETTE to pursue Community Development Block Grant Funds and to adopt policy that complies with Section 104 (L)(1) of Title I of the Housing and Community Development Act of 1974 as amended (42 USC 69 §5304);

NOW THEREFORE, BE IT RESOLVED BY THE COUNTY BOARD OF THE COUNTY OF MARINETTE;

It is POLICY of the COUNTY to prohibit the use of excessive force by law enforcement agencies within the COUNTY's jurisdiction against any individuals engaged in nonviolent civil rights demonstrations.

It is POLICY of the COUNTY to enforce applicable State and local laws against physically barring entrance to or exit from a facility or location which is the subject of such nonviolent civil rights demonstration within the COUNTY's jurisdiction.

The officials and employees of the COUNTY shall assist in the orderly prevention of all excessive force within the COUNTY OF MARINETTE by implementing the authority and enforcement procedures set forth in Title I of the Housing and Community Development Act of 1974.

The COUNTY BOARD directs the COUNTY SHERIFF to implement this Resolution by amending applicable COUNTY SHERIFF DEPARTMENT procedures.

PASSED BY THE COUNTY BOARD OF THE COUNTY OF MARINETTE THIS 25<sup>TH</sup> DAY OF FEBRUARY 2020.

\_\_\_\_\_  
Chief Elected Official Signature  
Mark Anderson, Chairperson

Date 2/25/2020

ATTEST:

\_\_\_\_\_  
Municipal Clerk Signature  
Kathy Brandt, Clerk

Date 2/25/2020

# Marinette County's Residential Anti-Displacement and Relocation Assistance Plan for CDBG Program

This Residential Anti-Displacement and Relocation Assistance Plan (RARAP) is prepared by the County of Marinette in accordance with the Housing and Community Development Act of 1974, as amended; and HUD regulations at 24 CFR 42.325 and is applicable to our CDBG<sup>1</sup> projects.

## **Minimize Displacement**

Consistent with the goals and objectives of activities assisted under the Act, the County of Marinette will take the following steps to minimize the direct and indirect displacement of persons from their homes:

1. Stage rehabilitation of apartment units to allow tenants to remain in the building/complex during and after the rehabilitation, working with empty units first.
2. Arrange for facilities to house persons who must be relocated temporarily during rehabilitation.
3. Where feasible, give priority to rehabilitation of housing, as opposed to demolition, to avoid displacement.
4. If feasible, demolish or convert only dwelling units that are not occupied or vacant occupy able dwelling units (especially those units which are "lower-income dwelling units" as defined in 24 CFR 42.305).
5. Target only those properties deemed essential to the need or success of the project.

## **Relocation Assistance to Displaced Persons**

The County of Marinette will provide relocation assistance for lower-income tenants who, in connection with an activity assisted under the CDBG Program, move permanently or move personal property from real property as a direct result of the demolition of any dwelling unit or the conversion of a lower-income dwelling unit in accordance with the requirements of 24 CFR 42.350. A displaced person who is not a lower-income tenant, will be provided relocation assistance in accordance with the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, as amended, and implementing regulations at 49 CFR Part 24.

## **One-for-One Replacement of Lower-Income Dwelling Units**

The County of Marinette will replace all occupied and vacant occupy able lower-income dwelling units demolished or converted to a use other than lower-income housing in connection with a project assisted with funds provided under the CDBG Program in accordance with 24 CFR 42.375.

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<sup>1</sup> CDBG programs include: Entitlement Community Development Block Grant (CDBG) Program, State CDBG Program, CDBG Small Cities Program, Section 108 Loan Guarantee Program, CDBG Special Purpose Grants Program, and the Neighborhood Stabilization Program (NSP).

Before entering into a contract committing the County of Marinette to provide funds for a project that will directly result in demolition or conversion of lower-income dwelling units, the County of Marinette will make public by publishing a Class 1 notice in the paper designated as the Official County Newspaper and submit to HUD [the State, under the State CDBG Program] the following information in writing:

1. A description of the proposed assisted project;
2. The address, number of bedrooms, and location on a map of lower-income dwelling units that will be demolished or converted to a use other than as lower-income dwelling units as a result of an assisted project;
3. A time schedule for the commencement and completion of the demolition or conversion;
4. To the extent known, the address, number of lower-income dwelling units by size (number of bedrooms) and location on a map of the replacement lower-income housing that has been or will be provided. *NOTE: See also 24 CFR 42.375(d).*
5. The source of funding and a time schedule for the provision of the replacement dwelling units;
6. The basis for concluding that each replacement dwelling unit will remain a lower-income dwelling unit for at least 10 years from the date of initial occupancy; and
7. Information demonstrating that any proposed replacement of lower-income dwelling units with smaller dwelling units (e.g., a 2-bedroom unit with two 1-bedroom unit), or any proposed replacement of efficiency or single-room occupancy (SRO) units with units of a different size, is appropriate and consistent with the housing needs and priorities identified in the HUD-approved Consolidated Plan and 24 CFR 42.375(b).

To the extent that the specific location of the replacement dwelling units and other data in items 4 through 7 are not available at the time of the general submission, the County of Marinette will identify the general location of such dwelling units on a map and complete the disclosure and submission requirements as soon as the specific data is available.

#### **Replacement not Required Based on Unit Availability**

Under 24 CFR 42.375(d), the County of Marinette may submit a request to HUD (or to the State, if funded by the State) for a determination that the one-for-one replacement requirement does not apply based on objective data that there is an adequate supply of vacant lower-income dwelling units in standard condition available on a non-discriminatory basis within the area.

#### **Contacts**

The Marinette County Administrator, 1926 Hall Ave, Marinette, WI 54143 or 715 732-7415 is responsible for tracking the replacement of lower-income dwelling units and ensuring that they are provided within the required period.

The Marinette Finance Director, 1926 Hall Ave, Marinette, WI 54143 or 715 732-7422 is responsible for providing relocation payments and other relocation assistance to any lower-income person displaced by the demolition of any dwelling unit or the conversion of lower-income dwelling units to another use.

Adopted by the Marinette County Board on: February 25, 2020.

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Kathy Brandt, County Clerk

**Resolution to Adopt the Policy to  
Prohibit the Use of Excessive Force and the Barring of Entrances/Exits  
for Non-Violent Civil Rights Demonstrations**

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE BOARD OF THE COUNTY OF MARINETTE,

**POLICY TO PROHIBIT THE USE OF EXCESSIVE FORCE AND THE BARRING OF ENTRANCES/EXITS  
FOR NON-VIOLENT CIVIL RIGHTS DEMONSTRATIONS**

WHEREAS Section 104 (L)(1) of Title I of the Housing and Community Development Act of 1974 as amended (42 U.S.C. 69 §5304) prohibits the State from expending or obligating any Community Development Block Grant funds to any unit of general local government that does not have or adopt a policy prohibiting the use of excessive force by local law enforcement agencies within its jurisdiction against any individuals engaged in nonviolent civil rights demonstrations; and a policy of enforcing State and local laws against physically barring entrance to or exit from a facility or location which is the subject of such nonviolent civil rights demonstration within its jurisdiction;

AND WHEREAS it is in the interest of the COUNTY of MARINETTE to pursue Community Development Block Grant Funds and to adopt policy that complies with Section 104 (L)(1) of Title I of the Housing and Community Development Act of 1974 as amended (42 USC 69 §5304);

NOW THEREFORE, BE IT RESOLVED BY THE COUNTY BOARD OF THE COUNTY OF MARINETTE:

It is POLICY of the COUNTY to prohibit the use of excessive force by law enforcement agencies within the COUNTY's jurisdiction against any individuals engaged in nonviolent civil rights demonstrations.

It is POLICY of the COUNTY to enforce applicable State and local laws against physically barring entrance to or exit from a facility or location which is the subject of such nonviolent civil rights demonstration within the COUNTY's jurisdiction.

The officials and employees of the COUNTY shall assist in the orderly prevention of all excessive force within the COUNTY OF MARINETTE by implementing the authority and enforcement procedures set forth in Title I of the Housing and Community Development Act of 1974.

The COUNTY BOARD directs the COUNTY SHERIFF to implement this Resolution by amending applicable COUNTY SHERIFF DEPARTMENT procedures.

PASSED BY THE COUNTY BOARD OF THE COUNTY OF MARINETTE THIS 25<sup>TH</sup> DAY OF FEBRUARY 2020.

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Date 2/25/2020

Chief Elected Official Signature  
Mark Anderson, Chairperson

ATTEST:

## Division of Housing

Community Development Block Grant – **SAMPLE** Resolution to Adopt a Fair Housing Ordinance

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Date 2/25/2020

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Municipal Clerk Signature  
Kathy Brandt, Clerk

# Marinette County's Residential Anti-Displacement and Relocation Assistance Plan for CDBG Program

This Residential Anti-Displacement and Relocation Assistance Plan (RARAP) is prepared by the County of Marinette in accordance with the Housing and Community Development Act of 1974, as amended; and HUD regulations at 24 CFR 42.325 and is applicable to our CDBG<sup>1</sup> projects.

## **Minimize Displacement**

Consistent with the goals and objectives of activities assisted under the Act, the County of Marinette will take the following steps to minimize the direct and indirect displacement of persons from their homes:

1. Stage rehabilitation of apartment units to allow tenants to remain in the building/complex during and after the rehabilitation, working with empty units first.
2. Arrange for facilities to house persons who must be relocated temporarily during rehabilitation.
3. Where feasible, give priority to rehabilitation of housing, as opposed to demolition, to avoid displacement.
4. If feasible, demolish or convert only dwelling units that are not occupied or vacant occupy able dwelling units (especially those units which are "lower-income dwelling units" as defined in 24 CFR 42.305).
5. Target only those properties deemed essential to the need or success of the project.

## **Relocation Assistance to Displaced Persons**

The County of Marinette will provide relocation assistance for lower-income tenants who, in connection with an activity assisted under the CDBG Program, move permanently or move personal property from real property as a direct result of the demolition of any dwelling unit or the conversion of a lower-income dwelling unit in accordance with the requirements of 24 CFR 42.350. A displaced person who is not a lower-income tenant, will be provided relocation assistance in accordance with the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, as amended, and implementing regulations at 49 CFR Part 24.

## **One-for-One Replacement of Lower-Income Dwelling Units**

The County of Marinette will replace all occupied and vacant occupy able lower-income dwelling units demolished or converted to a use other than lower-income housing in connection with a project assisted with funds provided under the CDBG Program in accordance with 24 CFR 42.375.

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<sup>1</sup> CDBG programs include: Entitlement Community Development Block Grant (CDBG) Program, State CDBG Program, CDBG Small Cities Program, Section 108 Loan Guarantee Program, CDBG Special Purpose Grants Program, and the Neighborhood Stabilization Program (NSP).

Before entering into a contract committing the County of Marinette to provide funds for a project that will directly result in demolition or conversion of lower-income dwelling units, the County of Marinette will make public by publishing a Class 1 notice in the paper designated as the Official County Newspaper and submit to HUD [the State, under the State CDBG Program] the following information in writing:

1. A description of the proposed assisted project;
2. The address, number of bedrooms, and location on a map of lower-income dwelling units that will be demolished or converted to a use other than as lower-income dwelling units as a result of an assisted project;
3. A time schedule for the commencement and completion of the demolition or conversion;
4. To the extent known, the address, number of lower-income dwelling units by size (number of bedrooms) and location on a map of the replacement lower-income housing that has been or will be provided. *NOTE: See also 24 CFR 42.375(d).*
5. The source of funding and a time schedule for the provision of the replacement dwelling units;
6. The basis for concluding that each replacement dwelling unit will remain a lower-income dwelling unit for at least 10 years from the date of initial occupancy; and
7. Information demonstrating that any proposed replacement of lower-income dwelling units with smaller dwelling units (e.g., a 2-bedroom unit with two 1-bedroom unit), or any proposed replacement of efficiency or single-room occupancy (SRO) units with units of a different size, is appropriate and consistent with the housing needs and priorities identified in the HUD-approved Consolidated Plan and 24 CFR 42.375(b).

To the extent that the specific location of the replacement dwelling units and other data in items 4 through 7 are not available at the time of the general submission, the County of Marinette will identify the general location of such dwelling units on a map and complete the disclosure and submission requirements as soon as the specific data is available.

#### **Replacement not Required Based on Unit Availability**

Under 24 CFR 42.375(d), the County of Marinette may submit a request to HUD (or to the State, if funded by the State) for a determination that the one-for-one replacement requirement does not apply based on objective data that there is an adequate supply of vacant lower-income dwelling units in standard condition available on a non-discriminatory basis within the area.

#### **Contacts**

The Marinette County Administrator, 1926 Hall Ave, Marinette, WI 54143 or 715 732-7415 is responsible for tracking the replacement of lower-income dwelling units and ensuring that they are provided within the required period.

The Marinette Finance Director, 1926 Hall Ave, Marinette, WI 54143 or 715 732-7422 is responsible for providing relocation payments and other relocation assistance to any lower-income person displaced by the demolition of any dwelling unit or the conversion of lower-income dwelling units to another use.

Adopted by the Marinette County Board on: February 25, 2020.

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Kathy Brandt, County Clerk



**Marinette County Portfolio Holdings**  
**Finance Director's Monthly Report With % of Portfolio**  
**12/31/2019**

Report Format: By CUSIP/Ticker

Group By: Security Type

Average By: Cost Value

Description	CUSIP/Ticker	Maturity Date	YTM @ Cost	Cost Value	Book Value	Market Value	% of Portfolio	Fund
<b>Certificate Of Deposit</b>								
Associated Trust 2.8 9/24/2021	CD0057-65-2	09/24/2021	2.800	204,291.52	204,291.52	204,291.52	0.55	MAR-OCO LANDFILL
Capital One Natl Assn VA CD 2.1 8/14/2024	CD14042RMMW8	08/14/2024	2.100	249,000.00	249,000.00	251,106.04	0.68	GENERAL
Farmers & Merchants Bank 1.05 9/21/2020	CD0113081225-20	09/21/2020	1.050	113,958.29	113,958.29	113,958.29	0.31	MAR-OCO LANDFILL
Peshtigo National Bank 1 7/4/2020	215CD12306-20	07/04/2020	1.000	171,455.75	171,455.75	171,455.75	0.47	PESHTIGO LIB MCCAULEY TRUST
Peshtigo National Bank 1 7/4/2020	216CD12306-20	07/04/2020	1.000	16,369.52	16,369.52	16,369.52	0.04	PESHTIGO LIB FALKENBERG TRUST
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	01/25/2020	1.150	169,950.64	169,950.64	169,950.64	0.46	MAR-OCO LANDFILL
Stephenson National Bank & Trust 1.25 1/22/202	CD0100431428-21	01/22/2021	1.250	61,170.21	61,170.21	61,170.21	0.17	SOLID WASTE - LONG TERM CARE
Stephenson National Bank & Trust 2.25 5/26/202	CDAR1022652458	05/26/2022	2.250	50,383.64	50,383.64	50,383.64	0.14	MAR-OCO LANDFILL
Stephenson National Bank & Trust 2.89 10/21/20	CDAR1021919167	10/21/2021	2.890	201,163.84	201,163.84	201,163.84	0.55	MAR-OCO LANDFILL
Stephenson National Bank 1.26 12/21/2020	CD0100436922-20	12/21/2020	1.260	206,228.64	206,228.64	206,228.64	0.56	SOLID WASTE - LONG TERM CARE
Sub Total / Average Certificate Of Deposit			1.821	1,443,972.05	1,443,972.05	1,446,078.09	3.92	
<b>Corporate Bond</b>								
APPLE INC 2.1 9/12/2022-22	037833DC1	09/12/2022	2.152	997,573.26	998,684.33	1,010,079.00	2.71	GENERAL
BANK OF NOVA SCOTIA 2.8 7/21/2021	064159FL5	07/21/2021	3.270	987,389.45	993,056.14	1,015,043.00	2.68	GENERAL
Bank of NY Mellon Corp 3.5 4/28/2023	06406RAG2	04/28/2023	3.405	502,160.89	501,439.79	524,575.00	1.36	GENERAL
BERKSHIRE HATHAWAY INC DEL 2.75 3/15/2023	084670BR8	03/15/2023	2.990	504,350.44	506,378.00	522,966.24	1.37	GENERAL
Chevron Corp New 2.355 12/5/2022-13	166764AB6	12/05/2022	2.600	991,664.81	993,184.41	1,014,005.00	2.69	GENERAL
NATIONAL AUSTRALIA BANK NEW YORK 3.375 9/20/2021	63254AAZ1	09/20/2021	3.238	1,003,951.56	1,002,221.63	1,022,655.00	2.73	GENERAL
Toronto Dominion Bank 1.8 7/13/2021	89114QBL1	07/13/2021	3.210	482,740.53	489,700.29	500,350.00	1.31	GENERAL
Wells Fargo & Company 2.15 1/30/2020	94974BGF1	01/30/2020	1.640	1,017,777.23	1,000,397.18	1,000,150.00	2.76	GENERAL
Westpac Bkg Corp 2.15 3/6/2020	961214DJ9	03/06/2020	2.150	500,000.00	500,000.00	500,129.50	1.36	GENERAL
Sub Total / Average Corporate Bond			2.679	6,987,608.17	6,985,061.77	7,109,952.74	18.97	
<b>FHLMC Bond</b>								
FHLMC MBS 2 5/1/2028	3128MMQU0	12/29/2021	2.003	379,354.36	379,490.68	378,153.69	1.03	GENERAL
FHLMC MBS 2 9/15/2041	3137AM2T3	02/01/2023	1.474	207,264.55	204,062.28	203,768.99	0.56	GENERAL
FHLMC MBS 2.5 10/1/2036	3128P8DD0	05/25/2025	2.101	876,446.65	875,759.25	864,657.25	2.38	GENERAL
FHLMC MBS 2.5 4/15/2038	3137A0UL7	07/26/2020	3.295	82,840.87	85,374.79	85,653.83	0.22	GENERAL
FHLMC MBS 2.5 7/15/2032	3137B15Z1	01/13/2022	2.205	334,789.58	331,692.51	332,957.52	0.91	GENERAL
FHLMC Pool # 18469 MBS 2 6/1/2028	3128MMQX4	06/23/2022	2.600	362,723.83	370,936.11	372,703.89	0.98	GENERAL
FHR 3835 BA MBS 4 8/15/2038	3137A9VR4	06/17/2020	2.803	78,121.63	75,015.05	75,720.30	0.21	GENERAL
FHR 4466 NL MBS 3.5 8/26/2021	3137BH DY0	08/26/2021	2.350	507,267.94	495,807.44	503,300.02	1.38	GENERAL
FHR 4784 PA MBS 3.5 3/15/2043	3137F5G52	07/25/2022	2.793	917,129.92	912,945.26	915,986.70	2.49	GENERAL
Sub Total / Average FHLMC Bond			2.358	3,745,939.33	3,731,083.37	3,732,902.19	10.17	
<b>FNMA Bond</b>								
FNMA MBS 1.25 4/25/2028	3136ADEN5	10/14/2020	1.250	255,473.76	255,643.61	250,291.79	0.69	GENERAL
FNMA MBS 1.8 8/21/2020	3136G4LA9	08/21/2020	1.800	1,000,000.00	1,000,000.00	1,000,991.00	2.71	GENERAL
FNMA MBS 2 12/25/2039	3136A93M8	12/17/2020	1.599	261,306.24	257,762.73	256,374.14	0.71	GENERAL
FNMA MBS 2 2/25/2041	3136A2R39	09/20/2021	3.307	249,775.81	258,270.00	259,703.10	0.68	GENERAL
FNMA MBS 2.5 5/25/2039	3136AHAZ3	07/17/2020	2.474	389,970.30	389,970.30	394,928.27	1.06	GENERAL
FNMA MBS 2.5 7/25/2043	3136AF3R3	09/18/2020	2.600	207,752.69	208,573.23	212,337.78	0.56	GENERAL
FNMA MBS 2.5 9/1/2034	31418DFE7	04/18/2024	2.101	959,644.27	958,705.12	953,389.79	2.60	GENERAL
Sub Total / Average FNMA Bond			2.071	3,323,923.07	3,328,924.99	3,328,015.87	9.02	
<b>GNMA Bond</b>								
GNMA MBS 4.25 2/16/2041	38377VFU5	12/06/2022	3.061	200,066.50	191,914.87	201,414.77	0.54	GENERAL
Sub Total / Average GNMA Bond			3.061	200,066.50	191,914.87	201,414.77	0.54	
<b>Local Government Investment Pool</b>								
Local Government Investment Pool LGIP	LGIP		1.630	10,966,915.04	10,966,915.04	10,966,915.04	29.77	GENERAL
Sub Total / Average Local Government Investment Pool			1.630	10,966,915.04	10,966,915.04	10,966,915.04	29.77	
<b>Money Market</b>								
Department of National Resources MM	DNR		1.630	722,865.61	722,865.61	722,865.61	1.96	MAR-OCO LANDFILL
Huntington Bank MM	1087228306		0.330	5,393.44	5,393.44	5,393.44	0.01	MAR-OCO LANDFILL
Sub Total / Average Money Market			1.620	728,259.05	728,259.05	728,259.05	1.98	
<b>Municipal Bond</b>								
Energy Northwest Wash Elec Rev 2.653 7/1/2020	29270CYN9	07/01/2020	1.805	513,665.00	502,054.80	502,050.00	1.39	GENERAL
NEW YORK NY CITY TRANS FIN 4.75 2/1/2020	64971ML34	02/01/2020	2.520	268,984.80	240,412.11	240,566.40	0.73	GENERAL
Sioux Falls SD Sales Tax Revenue 2.15 11/15/2021	829594KJ8	11/15/2021	2.810	122,820.00	123,521.81	125,870.00	0.33	GENERAL
Stratford Conn Taxable Go UT 4.137 8/15/2021	8628113W4	08/15/2021	DCO LANDFILL	638,232.00	614,046.83	618,774.00	1.73	GENERAL
Sub Total / Average Municipal Bond			2.339	1,543,701.80	1,480,035.55	1,487,260.40	4.19	
<b>Negotiable Certificate Of Deposit</b>								
Affinity Federal Credit Union 2.65 4/3/2020	00832KAW9	04/03/2020	2.650	243,000.00	243,000.00	243,606.53	0.66	GENERAL
Allegiance Bank Texas 2.2 11/3/2022	01748DAY2	11/03/2022	2.200	248,000.00	248,000.00	250,686.83	0.67	GENERAL
Barclays Bank Delaware 3.05 10/12/2021	06740KME4	10/12/2021	3.050	214,000.00	214,000.00	219,057.68	0.58	GENERAL
BLC Community Bank 2.85 10/9/2020	05549CGT1	10/09/2020	2.850	249,000.00	249,000.00	251,301.51	0.68	GENERAL
Citibank National Assoc 3 9/7/2021	17312QS67	09/07/2021	3.000	248,000.00	248,000.00	253,352.58	0.67	GENERAL

**Marinette County Portfolio Holdings**  
**Finance Director's Monthly Report With % of Portfolio**  
**12/31/2019**

Report Format: By CUSIP/Ticker

Group By: Security Type

Average By: Cost Value

Description	CUSIP/Ticker	Maturity Date	YTM @ Cost	Cost Value	Book Value	Market Value	% of Portfolio	Fund
Comenity Cap Bk Utah 2.55 5/16/2022	20033AW44	05/16/2022	2.550	249,000.00	249,000.00	253,611.23	0.68	GENERAL
Connectone Bank Englewood 3.2 12/28/2021	20786ACM5	12/28/2021	3.200	248,000.00	248,000.00	255,237.63	0.67	GENERAL
Discover Bank 3 9/7/2021	254673TH9	09/07/2021	3.000	248,000.00	248,000.00	253,352.58	0.67	GENERAL
Eaglebank 2.85 3/8/2021	27002YDY9	03/08/2021	2.850	248,000.00	248,000.00	251,441.99	0.67	GENERAL
East Boston Savings Bank 1.95 9/28/2021	27113PCA7	09/28/2021	1.950	248,000.00	248,000.00	249,072.85	0.67	GENERAL
Firstbank Puerto Rico 2.25 9/1/2022	33767A4T5	09/01/2022	2.250	248,000.00	248,000.00	250,980.96	0.67	GENERAL
Goldman Sachs Bank USA 2.35 8/30/2022	38148PNS2	08/30/2022	2.350	248,000.00	248,000.00	251,612.62	0.67	GENERAL
GREAT NORTH BANK 2.8 2/26/2021	39103QAG1	02/26/2021	2.800	248,000.00	248,000.00	251,208.62	0.67	GENERAL
HSBC BANK USA 2.45 3/21/2022	40434YGK7	03/21/2022	2.450	248,000.00	248,000.00	248,409.20	0.67	GENERAL
JP Morgan Chase Bank NA 2.6 4/30/2022-20	48128HTD0	04/30/2022	2.600	246,000.00	246,000.00	246,721.27	0.67	GENERAL
Merrick Bank South Jordan Utah 3.05 10/12/2021	59013J3X5	10/12/2021	3.050	214,000.00	214,000.00	219,070.94	0.58	GENERAL
Morgan Stanley Bank NA 2.45 1/25/2021	61747MG96	01/25/2021	2.450	248,000.00	248,000.00	250,055.18	0.67	GENERAL
Morgan Stanley PVT Bank 3.05 2/14/2024	61760AVS5	02/14/2024	3.050	248,000.00	248,000.00	259,736.60	0.67	GENERAL
PCSB Bank 2.7 6/8/2020	69324MAF2	06/08/2020	2.700	249,000.00	249,000.00	250,133.20	0.68	GENERAL
PINNACLE BANK TN 2 9/21/2021	72345SFV8	09/21/2021	2.000	248,000.00	248,000.00	249,275.71	0.67	GENERAL
Sallie Mae Bank 2.6 1/17/2023	79545OJ30	01/17/2023	2.600	248,000.00	248,000.00	253,651.42	0.67	GENERAL
State Bank of India 2.9 3/29/2023	856285KL4	03/29/2023	2.900	245,000.00	245,000.00	253,224.65	0.67	GENERAL
Synchrony Bank 3.2 5/25/2023	87165ERZ2	05/25/2023	3.200	246,000.00	246,000.00	257,060.41	0.67	GENERAL
THIRD FED SVGS & LN ASSN 2 9/15/2021	88413QBR8-MAR-OC	09/15/2021	2.000	161,000.00	161,000.00	161,406.20	0.44	MAR-OCO LANDFILL
THIRD FED SVGS & LN ASSN 2 9/15/2021	88413QBR8	09/15/2021	2.000	248,000.00	248,000.00	249,260.09	0.67	GENERAL
TIAA FSB 2.2 9/14/2022	87270LAT0	09/14/2022	2.200	248,000.00	248,000.00	250,663.77	0.67	GENERAL
UBS Bank USA 3.15 5/30/2023	90348JCR9	05/30/2023	3.150	249,000.00	249,000.00	259,870.34	0.68	GENERAL
United Prairie Bank 2.5 12/28/2020	91134CBL4	12/28/2020	2.500	245,000.00	245,000.00	247,026.88	0.67	GENERAL
Virginia Partners Bank 1.25 1/27/2020	928066AR0	01/27/2020	1.250	250,000.00	250,000.00	249,904.25	0.68	GENERAL
Wells Fargo Bank National Association 3.2 12/28/20	949763WE2	12/28/2021	3.200	248,000.00	248,000.00	255,237.63	0.67	GENERAL
Whitney Bank/MS 1.7 1/27/2020	966594AW3	01/27/2020	1.700	248,000.00	248,000.00	248,013.64	0.67	GENERAL
Sub Total / Average Negotiable Certificate Of Deposit			2.573	7,524,000.00	7,524,000.00	7,643,244.99	20.42	
SBA								
SBA DEV PART CERT MBS 2.76 10/1/2031	83162CUH4	04/19/2024	1.706	377,653.37	365,437.40	359,068.00	1.03	GENERAL
Sub Total / Average SBA			1.706	377,653.37	365,437.40	359,068.00	1.03	
Total / Average			2.181	36,842,038.38	36,745,604.09	37,003,111.14	100	

Marinette County  
Investment Portfolio - by Security Type, Totals  
As of 12/31/2019

Description	CUSIP/Ticker	Cost Value	Book Value	Market Value	% of Portfolio
Certificate Of Deposit		1,443,972.05	1,443,972.05	1,446,078.09	3.94
Corporate Bond		6,987,608.17	6,985,061.77	7,109,952.74	19.10
FHLMC Bond		3,745,939.33	3,731,083.37	3,732,902.19	10.06
FNMA Bond		3,323,923.07	3,328,924.99	3,328,015.87	9.04
GNMA Bond		200,066.50	191,914.87	201,414.77	0.52
Local Government Investment Pool		10,966,915.04	10,966,915.04	10,966,915.04	29.89
Money Market		728,259.05	728,259.05	728,259.05	1.98
Municipal Bond		1,543,701.80	1,480,035.55	1,487,260.40	3.99
Negotiable Certificate Of Deposit		7,524,000.00	7,524,000.00	7,643,244.99	20.50
SBA		377,653.37	365,437.40	359,068.00	0.97
Total / Average		36,842,038.38	36,745,604.09	37,003,111.14	100

Marinette County  
Maturity Range - by Amortization Date  
As of 12/31/2019

Description	CUSIP/Ticker	Security Type	Maturity Date	Amortization End Date	Book Value	Market Value
<b>0-1 Month</b>						
Department of National Resources MM	DNR	Money Market	N/A		722,865.61	722,865.61
Huntington Bank MM	1087228306	Money Market	N/A		5,393.44	5,393.44
Local Government Investment Pool LGIP	LGIP	Local Government Investment Pool	N/A		10,966,915.04	10,966,915.04
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	165,622.23	165,622.23
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	469.64	469.64
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	476.21	476.21
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	482.81	482.81
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	484.22	484.22
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	475.07	475.07
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	481.71	481.71
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	488.39	488.39
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	489.81	489.81
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	Certificate Of Deposit	01/25/2020	01/25/2020	480.55	480.55
Virginia Partners Bank 1.25 1/27/2020	928066AR0	Negotiable Certificate Of Deposit	01/27/2020	01/27/2020	250,000.00	249,904.25
Wells Fargo & Company 2.15 1/30/2020	94974BGF1	Corporate Bond	01/30/2020	01/30/2020	1,000,397.18	1,000,150.00
Whitney Bank/MS 1.7 1/27/2020	966594AW3	Negotiable Certificate Of Deposit	01/27/2020	01/27/2020	248,000.00	248,013.64
Total / Average 0-1 Month					13,363,521.91	13,363,192.62
<b>1-3 Months</b>						
NEW YORK NY CITY TRANS FIN 4.75 2/1/2020	64971ML34	Municipal Bond	02/01/2020	02/01/2020	240,412.11	240,566.40
Westpac Bkg Corp 2.15 3/6/2020	961214DJ9	Corporate Bond	03/06/2020	03/06/2020	500,000.00	500,129.50
Total / Average 1-3 Months					740,412.11	740,695.90
<b>3-6 Months</b>						
Affinity Federal Credit Union 2.65 4/3/2020	00832KAW9	Negotiable Certificate Of Deposit	04/03/2020	04/03/2020	243,000.00	243,606.53
PCSB Bank 2.7 6/8/2020	69324MAF2	Negotiable Certificate Of Deposit	06/08/2020	06/08/2020	249,000.00	250,133.20
Total / Average 3-6 Months					492,000.00	493,739.73
<b>6-9 Months</b>						
Energy Northwest Wash Elec Rev 2.653 7/1/2020	29270CYN9	Municipal Bond	07/01/2020	07/01/2020	502,054.80	502,050.00
Farmers & Merchants Bank 1.05 9/21/2020	CD0113081225-20	Certificate Of Deposit	09/21/2020	09/21/2020	112,751.57	112,751.57
Farmers & Merchants Bank 1.05 9/21/2020	CD0113081225-20	Certificate Of Deposit	09/21/2020	09/21/2020	1,206.72	1,206.72
FNMA MBS 1.8 8/21/2020	3136G4LA9	FNMA Bond	08/21/2020	08/21/2020	1,000,000.00	1,000,991.00
Peshtigo National Bank 1 7/4/2020	215CD12306-20	Certificate Of Deposit	07/04/2020	07/04/2020	171,455.75	171,455.75
Peshtigo National Bank 1 7/4/2020	216CD12306-20	Certificate Of Deposit	07/04/2020	07/04/2020	16,369.52	16,369.52

Description	CUSIP/Ticker	Security Type	Maturity Date	Amortization End Date	Book Value	Market Value
Total / Average 6-9 Months					1,803,838.36	1,804,824.56
9-12 Months						
BLC Community Bank 2.85 10/9/2020	05549CGT1	Negotiable Certificate Of Deposit	10/09/2020	10/09/2020	249,000.00	251,301.51
Stephenson National Bank 1.26 12/21/2020	CD0100436922-20	Certificate Of Deposit	12/21/2020	12/21/2020	203,019.74	203,019.74
Stephenson National Bank 1.26 12/21/2020	CD0100436922-20	Certificate Of Deposit	12/21/2020	12/21/2020	630.75	630.75
Stephenson National Bank 1.26 12/21/2020	CD0100436922-20	Certificate Of Deposit	12/21/2020	12/21/2020	646.77	646.77
Stephenson National Bank 1.26 12/21/2020	CD0100436922-20	Certificate Of Deposit	12/21/2020	12/21/2020	648.83	648.83
Stephenson National Bank 1.26 12/21/2020	CD0100436922-20	Certificate Of Deposit	12/21/2020	12/21/2020	643.81	643.81
Stephenson National Bank 1.26 12/21/2020	CD0100436922-20	Certificate Of Deposit	12/21/2020	12/21/2020	638.74	638.74
United Prairie Bank 2.5 12/28/2020	91134CBL4	Negotiable Certificate Of Deposit	12/28/2020	12/28/2020	245,000.00	247,026.88
Total / Average 9-12 Months					700,228.64	704,557.03
1-2 Years						
Associated Trust 2.8 9/24/2021	CD0057-65-2	Certificate Of Deposit	09/24/2021	09/24/2021	200,000.00	200,000.00
Associated Trust 2.8 9/24/2021	CD0057-65-2	Certificate Of Deposit	09/24/2021	09/24/2021	72.50	72.50
Associated Trust 2.8 9/24/2021	CD0057-65-2	Certificate Of Deposit	09/24/2021	09/24/2021	1,390.46	1,390.46
Associated Trust 2.8 9/24/2021	CD0057-65-2	Certificate Of Deposit	09/24/2021	09/24/2021	1,396.99	1,396.99
Associated Trust 2.8 9/24/2021	CD0057-65-2	Certificate Of Deposit	09/24/2021	09/24/2021	1,431.57	1,431.57
BANK OF NOVA SCOTIA 2.8 7/21/2021	064159FL5	Corporate Bond	07/21/2021	07/21/2021	993,056.14	1,015,043.00
Barclays Bank Delaware 3.05 10/12/2021	06740KME4	Negotiable Certificate Of Deposit	10/12/2021	10/12/2021	214,000.00	219,057.68
Citibank National Assoc 3 9/7/2021	17312QS67	Negotiable Certificate Of Deposit	09/07/2021	09/07/2021	248,000.00	253,352.58
Connectone Bank Englewood 3.2 12/28/2021	20786ACM5	Negotiable Certificate Of Deposit	12/28/2021	12/28/2021	248,000.00	255,237.63
Discover Bank 3 9/7/2021	254673TH9	Negotiable Certificate Of Deposit	09/07/2021	09/07/2021	248,000.00	253,352.58
Eaglebank 2.85 3/8/2021	27002YDY9	Negotiable Certificate Of Deposit	03/08/2021	03/08/2021	248,000.00	251,441.99
East Boston Savings Bank 1.95 9/28/2021	27113PCA7	Negotiable Certificate Of Deposit	09/28/2021	09/28/2021	248,000.00	249,072.85
FHR 4466 NL MBS 3.5 8/26/2021	3137BHDY0	FHLMC Bond	08/26/2021	08/26/2021	495,807.44	503,300.02
GREAT NORTH BANK 2.8 2/26/2021	39103QAG1	Negotiable Certificate Of Deposit	02/26/2021	02/26/2021	248,000.00	251,208.62
Merrick Bank South Jordan Utah 3.05 10/12/2021	59013J3X5	Negotiable Certificate Of Deposit	10/12/2021	10/12/2021	214,000.00	219,070.94
Morgan Stanley Bank NA 2.45 1/25/2021	61747MG96	Negotiable Certificate Of Deposit	01/25/2021	01/25/2021	248,000.00	250,055.18
NATIONAL AUSTRALIA BANK NEW YORK 3.375 9/20/2021	63254AAZ1	Corporate Bond	09/20/2021	09/20/2021	1,002,221.63	1,022,655.00
PINNACLE BANK TN 2 9/21/2021	72345SFV8	Negotiable Certificate Of Deposit	09/21/2021	09/21/2021	248,000.00	249,275.71
Sioux Falls SD Sales Tax Revenue 2.15 11/15/2021	829594KJ8	Municipal Bond	11/15/2021	11/15/2021	123,521.81	125,870.00
Stephenson National Bank & Trust 1.25 1/22/202	CD0100431428-21	Certificate Of Deposit	01/22/2021	01/22/2021	61,170.21	61,170.21
Stephenson National Bank & Trust 2.89 10/21/20	CDAR1021919167	Certificate Of Deposit	10/21/2021	10/21/2021	195,805.35	195,805.35
Stephenson National Bank & Trust 2.89 10/21/20	CDAR1021919167	Certificate Of Deposit	10/21/2021	10/21/2021	1,057.04	1,057.04
Stephenson National Bank & Trust 2.89 10/21/20	CDAR1021919167	Certificate Of Deposit	10/21/2021	10/21/2021	1,407.80	1,407.80
Stephenson National Bank & Trust 2.89 10/21/20	CDAR1021919167	Certificate Of Deposit	10/21/2021	10/21/2021	1,433.68	1,433.68
Stephenson National Bank & Trust 2.89 10/21/20	CDAR1021919167	Certificate Of Deposit	10/21/2021	10/21/2021	1,459.97	1,459.97

Description	CUSIP/Ticker	Security Type	Maturity Date	Amortization End Date	Book Value	Market Value
Stratford Conn Taxable Go UT 4.137 8/15/2021	8628113W4	Municipal Bond	08/15/2021	08/15/2021	614,046.83	618,774.00
THIRD FED SVGS & LN ASSN 2 9/15/2021	88413QBR8-602	Negotiable Certificate Of Deposit	09/15/2021	09/15/2021	161,000.00	161,406.20
THIRD FED SVGS & LN ASSN 2 9/15/2021	88413QBR8	Negotiable Certificate Of Deposit	09/15/2021	09/15/2021	248,000.00	249,260.09
Toronto Dominion Bank 1.8 7/13/2021	89114QBL1	Corporate Bond	07/13/2021	07/13/2021	489,700.29	500,350.00
Wells Fargo Bank National Association 3.2 12/28/20	949763WE2	Negotiable Certificate Of Deposit	12/28/2021	12/28/2021	248,000.00	255,237.63
Total / Average 1-2 Years					7,253,979.71	7,369,647.27
2-3 Years						
Allegiance Bank Texas 2.2 11/3/2022	01748DAY2	Negotiable Certificate Of Deposit	11/03/2022	11/03/2022	248,000.00	250,686.83
APPLE INC 2.1 9/12/2022-22	037833DC1	Corporate Bond	09/12/2022	09/12/2022	998,684.33	1,010,079.00
Chevron Corp New 2.355 12/5/2022-13	166764AB6	Corporate Bond	12/05/2022	12/05/2022	993,184.41	1,014,005.00
Comenity Cap Bk Utah 2.55 5/16/2022	20033AW44	Negotiable Certificate Of Deposit	05/16/2022	05/16/2022	249,000.00	253,611.23
Firstbank Puerto Rico 2.25 9/1/2022	33767A4T5	Negotiable Certificate Of Deposit	09/01/2022	09/01/2022	248,000.00	250,980.96
Goldman Sachs Bank USA 2.35 8/30/2022	38148PNS2	Negotiable Certificate Of Deposit	08/30/2022	08/30/2022	248,000.00	251,612.62
HSBC BANK USA 2.45 3/21/2022	40434YGK7	Negotiable Certificate Of Deposit	03/21/2022	03/21/2022	248,000.00	248,409.20
JP Morgan Chase Bank NA 2.6 4/30/2022-20	48128HTD0	Negotiable Certificate Of Deposit	04/30/2022	04/30/2022	246,000.00	246,721.27
Stephenson National Bank & Trust 2.25 5/26/202	CDAR1022652458	Certificate Of Deposit	05/26/2022	05/26/2022	50,000.00	50,000.00
Stephenson National Bank & Trust 2.25 5/26/202	CDAR1022652458	Certificate Of Deposit	05/26/2022	05/26/2022	98.72	98.72
Stephenson National Bank & Trust 2.25 5/26/202	CDAR1022652458	Certificate Of Deposit	05/26/2022	05/26/2022	284.92	284.92
TIAA FSB 2.2 9/14/2022	87270LAT0	Negotiable Certificate Of Deposit	09/14/2022	09/14/2022	248,000.00	250,663.77
Total / Average 2-3 Years					3,777,252.38	3,827,153.52
3-4 Years						
Bank of NY Mellon Corp 3.5 4/28/2023	06406RAG2	Corporate Bond	04/28/2023	04/28/2023	501,439.79	524,575.00
BERKSHIRE HATHAWAY INC DEL 2.75 3/15/2023	084670BR8	Corporate Bond	03/15/2023	03/15/2023	506,378.00	522,966.24
Sallie Mae Bank 2.6 1/17/2023	79545OJ30	Negotiable Certificate Of Deposit	01/17/2023	01/17/2023	248,000.00	253,651.42
State Bank of India 2.9 3/29/2023	856285KL4	Negotiable Certificate Of Deposit	03/29/2023	03/29/2023	245,000.00	253,224.65
Synchrony Bank 3.2 5/25/2023	87165ERZ2	Negotiable Certificate Of Deposit	05/25/2023	05/25/2023	246,000.00	257,060.41
UBS Bank USA 3.15 5/30/2023	90348JCR9	Negotiable Certificate Of Deposit	05/30/2023	05/30/2023	249,000.00	259,870.34
Total / Average 3-4 Years					1,995,817.79	2,071,348.06
4-5 Years						
Capital One Natl Assn VA CD 2.1 8/14/2024	CD14042RMW8	Certificate Of Deposit	08/14/2024	08/14/2024	249,000.00	251,106.04
Morgan Stanley PVT Bank 3.05 2/14/2024	61760AVS5	Negotiable Certificate Of Deposit	02/14/2024	02/14/2024	248,000.00	259,736.60
Total / Average 4-5 Years					497,000.00	510,842.64
5-10 Years						
FHLMC MBS 2 5/1/2028	3128MMQU0	FHLMC Bond	05/01/2028	12/29/2021	379,490.68	378,153.69
FHLMC Pool # 18469 MBS 2 6/1/2028	3128MMQX4	FHLMC Bond	06/01/2028	06/23/2022	370,936.11	372,703.89
FNMA MBS 1.25 4/25/2028	3136ADEN5	FNMA Bond	04/25/2028	10/14/2020	255,643.61	250,291.79
Total / Average 5-10 Years					1,006,070.40	1,001,149.37

Description	CUSIP/Ticker	Security Type	Maturity Date	Amortization End Date	Book Value	Market Value
10+ Years						
FHLMC MBS 2 9/15/2041	3137AM2T3	FHLMC Bond	09/15/2041	02/01/2023	204,062.28	203,768.99
FHLMC MBS 2.5 10/1/2036	3128P8DD0	FHLMC Bond	10/01/2036	05/25/2025	875,759.25	864,657.25
FHLMC MBS 2.5 4/15/2038	3137A0UL7	FHLMC Bond	04/15/2038	07/26/2020	85,374.79	85,653.83
FHLMC MBS 2.5 7/15/2032	3137B15Z1	FHLMC Bond	07/15/2032	01/13/2022	331,692.51	332,957.52
FHR 3835 BA MBS 4 8/15/2038	3137A9VR4	FHLMC Bond	08/15/2038	06/17/2020	75,015.05	75,720.30
FHR 4784 PA MBS 3.5 3/15/2043	3137F5G52	FHLMC Bond	03/15/2043	07/25/2022	912,945.26	915,986.70
FNMA MBS 2 12/25/2039	3136A93M8	FNMA Bond	12/25/2039	12/17/2020	257,762.73	256,374.14
FNMA MBS 2 2/25/2041	3136A2R39	FNMA Bond	02/25/2041	09/20/2021	258,270.00	259,703.10
FNMA MBS 2.5 5/25/2039	3136AHAZ3	FNMA Bond	05/25/2039	07/17/2020	389,970.30	394,928.27
FNMA MBS 2.5 7/25/2043	3136AF3R3	FNMA Bond	07/25/2043	09/18/2020	208,573.23	212,337.78
FNMA MBS 2.5 9/1/2034	31418DFE7	FNMA Bond	09/01/2034	04/18/2024	958,705.12	953,389.79
GNMA MBS 4.25 2/16/2041	38377VFU5	GNMA Bond	02/16/2041	12/06/2022	191,914.87	201,414.77
SBA DEV PART CERT MBS 2.76 10/1/2031	83162CUH4	SBA	10/01/2031	04/19/2024	365,437.40	359,068.00
Total / Average 10+ Years					5,115,482.79	5,115,960.44
Total / Average					36,745,604.09	37,003,111.14

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

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	243,845.88	243,606.53	0.00	1.23	2.47	2.650	2.650	04/03/2020
Sub Total/Average Affinity Federal Credit Union		243,845.88	243,606.53	0.00	1.23	2.47	2.650	2.650	
Allegiance Bank Texas									
Allegiance Bank Texas 2.2 11/3/2022	01748DAY2	246,700.23	250,686.83	2,735.49	2.74	5.56	2.200	2.200	11/03/2022
Sub Total/Average Allegiance Bank Texas		246,700.23	250,686.83	2,735.49	2.74	5.56	2.200	2.200	
Ally Bank Midvale Utah									
Ally Bank Midvale Utah 1.3 9/30/2019	02006LN66	249,268.25	0.00	1,647.26	1.20	2.41	1.300		09/30/2019
Sub Total/Average Ally Bank Midvale Utah		249,268.25	0.00	1,647.26	1.20	2.41	1.300		
Associated Trust									
Associated Trust 2.8 9/24/2021	CD0057-65-2	202,859.95	204,291.52	1,431.57	0.71	1.43	2.800	2.800	09/24/2021
Sub Total/Average Associated Trust		202,859.95	204,291.52	1,431.57	0.71	1.43	2.800	2.800	
Barclays Bank Delaware									
Barclays Bank Delaware 3.05 10/12/2021	06740KME4	217,946.80	219,057.68	3,272.44	2.02	4.08	3.050	3.050	10/12/2021
Sub Total/Average Barclays Bank Delaware		217,946.80	219,057.68	3,272.44	2.02	4.08	3.050	3.050	
BLC Community Bank									
BLC Community Bank 2.85 10/9/2020	05549CGT1	251,095.83	251,301.51	3,557.97	1.52	3.05	2.850	2.850	10/09/2020
Sub Total/Average BLC Community Bank		251,095.83	251,301.51	3,557.97	1.52	3.05	2.850	2.850	
Capital One Natl Assn VA CD									
Capital One Natl Assn VA CD 2.1 8/14/2024	CD14042RMW8	0.00	251,106.04	0.00	2.15	4.34		2.100	08/14/2024
Sub Total/Average Capital One Natl Assn VA CD		0.00	251,106.04	0.00	2.15	4.34		2.100	
Citibank National Assoc									
Citibank National Assoc 3 9/7/2021	17312QS67	252,150.28	253,352.58	3,750.58	1.96	3.97	3.000	3.000	09/07/2021
Sub Total/Average Citibank National Assoc		252,150.28	253,352.58	3,750.58	1.96	3.97	3.000	3.000	
Comenity Cap Bk Utah									
Comenity Cap Bk Utah 2.55 5/16/2022	20033AW44	251,048.27	253,611.23	3,183.45	2.31	4.67	2.550	2.550	05/16/2022
Sub Total/Average Comenity Cap Bk Utah		251,048.27	253,611.23	3,183.45	2.31	4.67	2.550	2.550	
Connectone Bank Englewood									
Connectone Bank Englewood 3.2 12/28/2021	20786ACM5	253,828.50	255,237.63	3,978.87	2.15	4.34	3.200	3.200	12/28/2021
Sub Total/Average Connectone Bank Englewood		253,828.50	255,237.63	3,978.87	2.15	4.34	3.200	3.200	
Discover Bank									
Discover Bank 3 9/7/2021	254673TH9	252,150.53	253,352.58	3,750.58	1.96	3.97	3.000	3.000	09/07/2021
Sub Total/Average Discover Bank		252,150.53	253,352.58	3,750.58	1.96	3.97	3.000	3.000	
Eaglebank									
Eaglebank 2.85 3/8/2021	27002YDY9	250,701.71	251,441.99	3,543.69	1.73	3.48	2.850	2.850	03/08/2021
Sub Total/Average Eaglebank		250,701.71	251,441.99	3,543.69	1.73	3.48	2.850	2.850	
East Boston Savings Bank									
East Boston Savings Bank 1.95 9/28/2021	27113PCA7	246,543.25	249,072.85	2,424.63	2.02	4.09	1.950	1.950	09/28/2021
Sub Total/Average East Boston Savings Bank		246,543.25	249,072.85	2,424.63	2.02	4.09	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	-1.03	1.050	1.050	09/21/2020
Sub Total/Average Farmers & Merchants Bank		113,958.29	113,958.29	0.00	-0.52	-1.03	1.050	1.050	
Firstbank Puerto Rico									
Firstbank Puerto Rico 2.25 9/1/2022	33767A4T5	247,519.87	250,980.96	2,797.65	2.55	5.16	2.250	2.250	09/01/2022
Sub Total/Average Firstbank Puerto Rico		247,519.87	250,980.96	2,797.65	2.55	5.16	2.250	2.250	
Goldman Sachs Bank USA									
Goldman Sachs Bank USA 2.35 8/30/2022	38148PNS2	248,285.45	251,612.62	2,890.05	2.50	5.07	2.350	2.350	08/30/2022
Sub Total/Average Goldman Sachs Bank USA		248,285.45	251,612.62	2,890.05	2.50	5.07	2.350	2.350	
GREAT NORTH BANK									
GREAT NORTH BANK 2.8 2/26/2021	39103QAG1	250,450.98	251,208.62	3,481.50	1.71	3.45	2.800	2.800	02/26/2021
Sub Total/Average GREAT NORTH BANK		250,450.98	251,208.62	3,481.50	1.71	3.45	2.800	2.800	
HSBC BANK USA									
HSBC BANK USA 2.45 3/21/2022	40434YGK7	248,097.71	248,409.20	3,062.97	1.36	2.74	2.450	2.450	03/21/2022
Sub Total/Average HSBC BANK USA		248,097.71	248,409.20	3,062.97	1.36	2.74	2.450	2.450	
Investors Bank/Short Hills									
Investors Bank/Short Hills 1.25 11/29/2019	46176PFT7	248,060.52	0.00	1,577.57	1.10	2.21	1.250		11/29/2019
Sub Total/Average Investors Bank/Short Hills		248,060.52	0.00	1,577.57	1.10	2.21	1.250		
Israel Discount Bk of NY									
Israel Discount Bk of NY 1.3 9/16/2019	465076JL2	249,358.00	0.00	1,656.17	1.29	2.59	1.300		09/16/2019
Sub Total/Average Israel Discount Bk of NY		249,358.00	0.00	1,656.17	1.29	2.59	1.300		
JP Morgan Chase Bank NA									
JP Morgan Chase Bank NA 2.6 4/30/2022-20	48128HTD0	246,890.27	246,721.27	3,206.76	1.24	2.49	2.600	2.600	04/30/2022
Sub Total/Average JP Morgan Chase Bank NA		246,890.27	246,721.27	3,206.76	1.24	2.49	2.600	2.600	
MBank Manistique MI									
MBank Manistique MI 1.55 12/30/2019	55275FKK3	248,294.33	0.00	2,262.82	1.21	2.44	1.550		12/30/2019
Sub Total/Average MBank Manistique MI		248,294.33	0.00	2,262.82	1.21	2.44	1.550		
Merrick Bank South Jordan Utah									
Merrick Bank South Jordan Utah 3.05 10/12/2021	59013J3X5	217,959.64	219,070.94	3,272.46	2.03	4.11	3.050	3.050	10/12/2021
Sub Total/Average Merrick Bank South Jordan Utah		217,959.64	219,070.94	3,272.46	2.03	4.11	3.050	3.050	
Morgan Stanley Bank NA									
Morgan Stanley Bank NA 2.45 1/25/2021	61747MG96	248,986.30	250,055.18	3,013.03	1.66	3.35	2.450	2.450	01/25/2021
Sub Total/Average Morgan Stanley Bank NA		248,986.30	250,055.18	3,013.03	1.66	3.35	2.450	2.450	
Morgan Stanley PVT Bank									
Morgan Stanley PVT Bank 3.05 2/14/2024	61760AVS5	252,621.23	259,736.60	3,750.92	4.33	8.84	3.050	3.050	02/14/2024
Sub Total/Average Morgan Stanley PVT Bank		252,621.23	259,736.60	3,750.92	4.33	8.84	3.050	3.050	
PCSB Bank									
PCSB Bank 2.7 6/8/2020	69324MAF2	250,217.36	250,133.20	3,370.71	1.33	2.67	2.700	2.700	06/08/2020
Sub Total/Average PCSB Bank		250,217.36	250,133.20	3,370.71	1.33	2.67	2.700	2.700	
Peshtigo Naitonal Bank									
Peshtigo Naitonal Bank 1.1 7/4/2019	216CD12036-19	19,074.21	0.00	0.00	-13.85	-25.79	1.100		07/04/2019
Sub Total/Average Peshtigo Naitonal Bank		19,074.21	0.00	0.00	-13.85	-25.79	1.100		
Peshtigo National Bank									
Peshtigo National Bank 1 7/4/2020	215CD12306-20	0.00	171,455.75	0.00	0.50	1.01		1.000	07/04/2020
Peshtigo National Bank 1 7/4/2020	216CD12306-20	0.00	16,369.52	0.00	0.50	1.01		1.000	07/04/2020

Description	CUSIP/Ticker	Beginning MV	Ending MV	Interest/Dividends	TRR-MV	Annualized TRR-MV	Beginning YTM @ Cost	Ending YTM @ Cost	Maturity Date
Peshtigo National Bank 1.1 7/4/2019	215CD12306-19	175,455.75	0.00	0.00	-13.85	-25.79	1.100		07/04/2019
Peshtigo National Bank 1.15 1/25/2020	CD11741-20	169,950.64	169,950.64	0.00	0.00	0.01	1.150	1.150	01/25/2020
Sub Total/Average Peshtigo National Bank		345,406.39	357,775.91	0.00	0.13	0.26	1.125	1.071	
PINNACLE BANK TN									
PINNACLE BANK TN 2 9/21/2021	72345SFV8	246,831.18	249,275.71	2,486.79	2.01	4.06	2.000	2.000	09/21/2021
Sub Total/Average PINNACLE BANK TN		246,831.18	249,275.71	2,486.79	2.01	4.06	2.000	2.000	
Sallie Mae Bank									
Sallie Mae Bank 2.6 1/17/2023	79545OJ30	249,490.73	253,651.42	3,197.50	2.97	6.03	2.600	2.600	01/17/2023
Sub Total/Average Sallie Mae Bank		249,490.73	253,651.42	3,197.50	2.97	6.03	2.600	2.600	
State Bank of India									
State Bank of India 2.9 3/29/2023	856285KL4	248,680.88	253,224.65	3,581.70	3.27	6.64	2.900	2.900	03/29/2023
Sub Total/Average State Bank of India		248,680.88	253,224.65	3,581.70	3.27	6.64	2.900	2.900	
Stephenson National Bank									
Stephenson National Bank 1.26 12/21/2020	CD0100436922-20	206,228.64	206,228.64	0.00	0.00	0.01	1.260	1.260	12/21/2020
Sub Total/Average Stephenson National Bank		206,228.64	206,228.64	0.00	0.00	0.01	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	0.62	1.24	1.250	1.250	01/22/2021
Stephenson National Bank & Trust 2.25 5/26/202	CDAR1022652458	50,098.72	50,383.64	284.92	0.57	1.14	2.250	2.250	05/26/2022
Stephenson National Bank & Trust 2.89 10/21/20	CDAR1021919167	199,703.87	201,163.84	1,459.97	0.73	1.47	2.890	2.890	10/21/2021
Sub Total/Average Stephenson National Bank & Trust		310,972.80	312,717.69	1,744.89	0.68	1.37	2.464	2.466	
Synchrony Bank									
Synchrony Bank 3.2 5/25/2023	87165ERZ2	252,167.96	257,060.41	3,968.35	3.51	7.15	3.200	3.200	05/25/2023
Sub Total/Average Synchrony Bank		252,167.96	257,060.41	3,968.35	3.51	7.15	3.200	3.200	
THIRD FED SVGS & LN ASSN									
THIRD FED SVGS & LN ASSN 2 9/15/2021	88413QBR8	246,843.58	249,260.09	2,500.38	1.99	4.02	2.000	2.000	09/15/2021
THIRD FED SVGS & LN ASSN 2 9/15/2021	88413QBR8-602	159,627.64	161,406.20	0.00	1.11	2.23	2.000	2.000	09/15/2021
Sub Total/Average THIRD FED SVGS & LN ASSN		406,471.22	410,666.29	2,500.38	1.64	3.31	2.000	2.000	
TIAA FSB									
TIAA FSB 2.2 9/14/2022	87270LAT0	247,048.18	250,663.77	2,750.42	2.58	5.22	2.200	2.200	09/14/2022
Sub Total/Average TIAA FSB		247,048.18	250,663.77	2,750.42	2.58	5.22	2.200	2.200	
UBS Bank USA									
UBS Bank USA 3.15 5/30/2023	90348JCR9	254,785.76	259,870.34	4,598.65	3.83	7.81	3.150	3.150	05/30/2023
Sub Total/Average UBS Bank USA		254,785.76	259,870.34	4,598.65	3.83	7.81	3.150	3.150	
United Prairie Bank									
United Prairie Bank 2.5 12/28/2020	91134CBL4	246,123.32	247,026.88	3,070.89	1.63	3.29	2.500	2.500	12/28/2020
Sub Total/Average United Prairie Bank		246,123.32	247,026.88	3,070.89	1.63	3.29	2.500	2.500	
Virginia Partners Bank									
Virginia Partners Bank 1.25 1/27/2020	928066AR0	248,521.50	249,904.25	1,566.78	1.19	2.40	1.250	1.250	01/27/2020
Sub Total/Average Virginia Partners Bank		248,521.50	249,904.25	1,566.78	1.19	2.40	1.250	1.250	
Washington Trst Westerly									
Washington Trst Westerly 1.2 8/30/2019	940637HS3	249,474.00	0.00	1,495.89	1.27	2.55	1.200		08/30/2019
Sub Total/Average Washington Trst Westerly		249,474.00	0.00	1,495.89	1.27	2.55	1.200		
Wells Fargo Bank National Association									
Wells Fargo Bank National Association 3.2 12/28/20	949763WE2	253,828.50	255,237.63	3,978.87	2.15	4.34	3.200	3.200	12/28/2021

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 Wells Fargo Bank National Association		253,828.50	255,237.63	3,978.87	2.15	4.34	3.200	3.200	
Wex Bank Midvale Utah									
Wex Bank Midvale Utah 1.2 8/12/2019	92937CEG9	249,622.50	0.00	1,487.67	1.29	2.60	1.200		08/12/2019
Sub Total/Average Wex Bank Midvale Utah		249,622.50	0.00	1,487.67	1.29	2.60	1.200		
Whitney Bank/MS									
Whitney Bank/MS 1.7 1/27/2020	966594AW3	247,377.52	248,013.64	2,090.67	1.12	2.25	1.700	1.700	01/27/2020
Sub Total/Average Whitney Bank/MS		247,377.52	248,013.64	2,090.67	1.12	2.25	1.700	1.700	
Total / Average		10,270,944.72	9,089,323.08	106,138.59	1.83	3.70	2.292	2.452	

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

Description	CUSIP/Ticker	Beginning MV	Ending MV	Interest/Dividends	Current Rate	TRR-MV	Annualized TRR-MV	Beginning YTM @ Cost	Ending YTM @ Cost
Department of National Resources									
Department of National Resources MM	DNR	722,865.61	722,865.61	0.00	1.630	0.00	0.00	2.420	1.630
Sub Total/Average Department of National Resources		722,865.61	722,865.61	0.00		0.00	0.00	2.420	1.630
Huntington Bank									
Huntington Bank MM	1087228306	5,375.64	5,393.44	17.80	0.330	0.33	0.66	0.330	0.330
Sub Total/Average Huntington Bank		5,375.64	5,393.44	17.80		0.33	0.66	0.330	0.330
Local Government Investment Pool									
Local Government Investment Pool LGIP	2016CIP	579,365.50	0.00	2,450.81		0.87	1.76	2.420	
Local Government Investment Pool LGIP	LGIP	11,521,678.73	10,966,915.04	137,910.87	1.630	1.01	2.02	2.420	1.630
Sub Total/Average Local Government Investment Pool		12,101,044.23	10,966,915.04	140,361.68		1.00	2.02	2.420	1.630
Total / Average		12,829,285.48	11,695,174.09	140,379.48		0.95	1.92	2.419	1.629

Marinette County  
Semi Annual T R R Report - U S Agencies  
Begin Date: 6/30/2019, End Date: 12/31/2019

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	1,002,529.00	0.00	0.00	1,010,079.00	10,500.00	1.81	3.65	2.152	2.152	09/12/2022	09/12/2022
BANK OF NOVA SCOTIA 2.8 7/21/2021	064159FL5	09/24/2018	1,011,280.00	0.00	0.00	1,015,043.00	14,000.00	1.76	3.56	3.270	3.270	07/21/2021	07/21/2021
Bank of NY Mellon Corp 3.5 4/28/2023	064060RAG2	04/30/2018	521,452.50	0.00	0.00	524,575.00	8,750.00	2.29	4.63	3.405	3.405	04/28/2023	04/28/2023
BERKSHIRE HATHAWAY INC DEL 2.75 3/15/2023	084670BR8	03/15/2018	518,239.56	0.00	0.00	522,966.24	7,012.50	2.27	4.60	2.990	2.990	03/15/2023	03/15/2023
Chevron Corp New 2.355 12/5/2022-13	166764AB6	05/06/2019	1,004,668.00	0.00	0.00	1,014,005.00	11,775.00	2.11	4.26	2.600	2.600	12/05/2022	12/05/2022
NATIONAL AUSTRALIA BANK NEW YORK 3.375 9/20/2021	63254AAZ1	08/29/2018	1,021,437.00	0.00	0.00	1,022,655.00	16,875.00	1.78	3.59	3.238	3.238	09/20/2021	09/20/2021
Toronto Dominion Bank 1.8 7/13/2021	89114QBL1	12/18/2018	496,346.50	0.00	0.00	500,350.00	4,500.00	1.72	3.47	3.210	3.210	07/13/2021	07/13/2021
Wells Fargo & Company 2.15 1/30/2020	94974BGF1	06/22/2016	999,061.00	0.00	0.00	1,000,150.00	10,750.00	1.19	2.38	1.640	1.640	01/30/2020	01/30/2020
Westpac Bkg Corp 2.15 3/6/2020	961214DJ9	03/06/2017	499,616.50	0.00	0.00	500,129.50	5,375.00	1.18	2.38	2.150	2.150	03/06/2020	03/06/2020
Sub Total/Average Corporate Bond			7,074,630.06	0.00	0.00	7,109,952.74	89,537.50	1.77	3.57	2.679	2.679		
FFCB Bond													
FFCB 1.16 11/1/2019-17	3133EGA62	11/03/2016	997,465.00	0.00	1,000,000.00	0.00	5,800.00	0.97	1.94	1.184		11/01/2019	11/01/2019
FFCB 1.17 10/3/2019-17	3133EGWF8	10/03/2016	998,039.00	0.00	1,000,000.00	0.00	5,850.00	0.98	1.97	1.170		10/03/2019	10/03/2019
Sub Total/Average FFCB Bond			1,995,504.00	0.00	2,000,000.00	0.00	11,650.00	0.97	1.95	1.177			
FHLMC Bond													
FHLMC MBS 2 5/1/2028	3128MMQU0	06/18/2013	415,621.25	0.00	39,932.11	378,153.69	4,023.29	1.65	3.32	2.003	2.003	05/01/2028	12/29/2021
FHLMC MBS 2 9/15/2041	3137AM2T3	04/30/2013	232,687.82	0.00	29,534.61	203,768.99	2,163.51	1.29	2.59	1.474	1.474	09/15/2041	02/01/2023
FHLMC MBS 2.5 10/1/2036	3128P8DD0	10/10/2019	0.00	899,901.34	22,994.79	864,657.25	3,648.94	-2.04	-4.04	2.101		10/01/2036	05/25/2025
FHLMC MBS 2.5 4/15/2038	3137A0UL7	04/21/2011	115,764.80	0.00	30,376.83	85,653.83	1,285.90	1.50	3.03	3.295	3.295	04/15/2038	07/26/2020
FHLMC MBS 2.5 7/15/2032	3137B15Z1	12/03/2013	379,765.67	0.00	45,906.32	332,957.52	4,472.46	0.99	1.98	2.205	2.205	07/15/2032	01/13/2022
FHLMC Pool # 18469 MBS 2 6/1/2028	3128MMQX4	06/28/2013	415,375.15	0.00	41,570.24	372,703.89	3,984.02	0.73	1.47	2.600	2.600	06/01/2028	06/23/2022
FHR 3835 BA MBS 4 8/15/2038	3137A9VR4	06/21/2011	115,983.41	0.00	39,470.85	75,720.30	1,995.25	1.12	2.25	2.803	2.803	08/15/2038	06/17/2020
FHR 4466 NL MBS 3.5 8/26/2021	3137BHXY0	10/06/2017	562,219.69	0.00	55,070.71	503,300.02	9,088.76	0.97	1.94	2.350	2.350	08/26/2021	08/26/2021
FHR 4784 PA MBS 3.5 3/15/2043	3137F5G52	04/09/2019	977,429.00	0.00	59,510.13	915,986.70	16,341.58	1.52	3.07	2.793	2.793	03/15/2043	07/25/2022
Sub Total/Average FHLMC Bond			3,214,846.79	899,901.34	364,366.59	3,732,902.19	47,003.71	0.86	1.73	2.439	2.358		
FNMA Bond													
FNMA 1.35 8/26/2019-16	3136G3BF1	02/26/2016	998,567.00	0.00	1,000,000.00	0.00	6,750.00	1.17	2.35	1.350		08/26/2019	08/26/2019
FNMA MBS 1.25 4/25/2028	3136ADEN5	04/16/2013	283,361.67	0.00	35,426.69	250,291.79	1,723.86	1.52	3.07	1.250	1.250	04/25/2028	10/14/2020
FNMA MBS 1.8 8/21/2020	3136G4LA9	02/21/2017	998,470.00	0.00	0.00	1,000,991.00	9,000.00	1.16	2.33	1.800	1.800	08/21/2020	08/21/2020
FNMA MBS 2 12/25/2039	3136A93M8	10/30/2012	307,216.10	0.00	52,051.49	256,374.14	2,882.54	1.42	2.86	1.599	1.599	12/25/2039	12/17/2020
FNMA MBS 2 2/25/2041	3136A2R39	03/04/2014	292,461.99	0.00	30,101.65	259,703.10	2,776.33	0.03	0.06	3.307	3.307	02/25/2041	09/20/2021
FNMA MBS 2 7/25/2041	3136A75F5	03/07/2014	120,779.19	0.00	118,430.57	0.00	778.04	-2.62	-5.18	3.552		07/25/2041	05/08/2023
FNMA MBS 2 8/25/2041	3136A5GF7	03/12/2014	58,535.36	0.00	58,837.14	0.00	375.12	2.02	4.07	3.695		08/25/2041	05/19/2022
FNMA MBS 2.5 1/25/2042	3136A7RJ3	03/07/2014	154,280.60	0.00	151,087.08	0.00	1,227.12	-2.64	-5.21	2.772		01/25/2042	06/29/2023
FNMA MBS 2.5 5/25/2039	3136AHAZ3	12/12/2013	525,164.57	0.00	129,749.32	394,928.27	5,827.33	1.10	2.21	2.474	2.474	05/25/2039	07/17/2020
FNMA MBS 2.5 7/25/2043	3136AF3R3	08/28/2013	235,887.96	0.00	23,933.48	212,337.78	2,757.97	1.40	2.82	2.600	2.600	07/25/2043	09/18/2020
FNMA MBS 2.5 9/1/2034	31418DFE7	09/17/2019	0.00	990,066.74	29,949.82	953,389.79	6,026.99	-0.25	-0.49	2.101		09/01/2034	04/18/2024
FNMA MBS 3 1/25/2040	31398SP80	04/21/2011	118,315.77	0.00	117,874.79	0.00	1,097.70	0.73	1.47	3.399		01/25/2040	12/08/2019
FNMA MBS 5 2/25/2038	31396YHT2	01/06/2012	5,869.90	0.00	5,799.51	0.00	86.08	-0.11	-0.22	2.156		02/25/2038	11/29/2019
FNMA MBS 5 7/25/2050	31398THK0	11/22/2010	170,038.72	0.00	170,161.65	0.00	2,528.60	2.46	4.98	4.635		07/25/2050	09/15/2020
Sub Total/Average FNMA Bond			4,268,948.83	990,066.74	1,923,403.19	3,328,015.87	43,837.68	0.79	1.59	2.127	2.071		
GNMA Bond													
GNMA MBS 4.25 2/16/2041	38377VFU5	04/29/2011	225,786.86	0.00	23,894.10	201,414.77	4,339.52	1.80	3.64	3.061	3.061	02/16/2041	12/06/2022
GNMA REMIC 2009-54 PH MBS 5 7/20/2039	38374VC98	06/05/2012	150,002.35	0.00	151,979.14	0.00	2,259.12	4.92	10.08	2.186		07/20/2039	07/28/2023
GNR 09-14 ND MBS 5 3/20/2039	38374XAE5	04/30/2009	187,322.04	0.00	186,597.71	0.00	2,048.04	1.27	2.55	4.896		03/20/2039	11/13/2023
Sub Total/Average GNMA Bond			563,111.25	0.00	362,470.95	201,414.77	8,646.68	2.28	4.62	3.370	3.061		
Municipal Bond													
Energy Northwest Wash Elec Rev 2.653 7/1/2020	29270CYN9	03/02/2017	501,725.00	0.00	0.00	502,050.00	6,632.50	1.41	2.84	1.805	1.805	07/01/2020	07/01/2020
NEW YORK NY CITY TRANS FIN 4.75 2/1/2020	64971ML34	03/21/2014	243,813.60	0.00	0.00	240,566.40	5,700.00	1.02	2.05	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	125,558.75	0.00	0.00	125,870.00	1,343.75	1.32	2.67	2.810	2.810	11/15/2021	11/15/2021
Stratford Conn Taxable Go UT 4.137 8/15/2021	8628113W4	03/15/2017	621,864.00	0.00	0.00	618,774.00	12,411.00	1.53	3.09	2.602	2.602	08/15/2021	08/15/2021
Sub Total/Average Municipal Bond			1,492,961.35	0.00	0.00	1,487,260.40	26,087.25	1.39	2.80	2.339	2.339		
SBA													
SBA DEV PART CERT MBS 2.76 10/1/2031	83162CUH4	05/06/2013	396,689.76	0.00	35,907.66	359,068.00	5,429.60	0.92	1.85	1.706	1.706	10/01/2031	04/19/2024
Sub Total/Average SBA			396,689.76	0.00	35,907.66	359,068.00	5,429.60	0.92	1.85	1.706	1.706		
Total / Average			19,006,692.04	1,889,968.08	4,686,148.39	16,218,613.97	232,192.42	1.30	2.61	2.327	2.429		

**MARINETTE COUNTY FINANCE DEPARTMENT  
SUMMARY OF COLLECTIONS THROUGH DECEMBER 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	286	\$ 131,563.40	117	3	78	\$ 2,325.92	\$ 35,459.11	\$ 57,857.64	\$ -	\$ 57,857.64	619	\$ 386,725.34
	<b>TOTAL</b>	<b>1440</b>	<b>\$ 723,636.56</b>	<b>623</b>	<b>58</b>	<b>140</b>	<b>\$ 76,135.18</b>	<b>\$ 51,544.30</b>	<b>\$ 194,947.55</b>	<b>\$ 14,284.19</b>	<b>\$ 209,231.74</b>		
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	151	\$ 226,628.44	71	1	50	\$ 1,770.00	\$ 68,442.00	\$ 82,245.75	\$ 4,165.00	\$ 86,410.75	804	\$ 1,112,052.59
	<b>TOTAL</b>	<b>1191</b>	<b>\$ 1,588,554.45</b>	<b>271</b>	<b>7</b>	<b>109</b>	<b>\$ 5,192.34</b>	<b>\$ 132,235.23</b>	<b>\$ 323,757.29</b>	<b>\$ 15,317.00</b>	<b>\$ 339,074.29</b>		
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
<b>TOTAL</b>	<b>10</b>	<b>\$ 4,654.15</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 813.07</b>	<b>\$ 3,841.08</b>	<b>\$ 4,654.15</b>			
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	1	\$ 160.00	2	0	0	\$ -	\$ -	\$ 320.00	\$ -	\$ 320.00	0	\$ (160.00)
	<b>TOTAL</b>	<b>6</b>	<b>\$ 61,364.45</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>\$ -</b>	<b>\$ 60,784.45</b>	<b>\$ 500.00</b>	<b>\$ 80.00</b>	<b>\$ 580.00</b>		
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
<b>TOTAL</b>	<b>6</b>	<b>\$ 1,649.80</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 535.21</b>	<b>\$ 832.84</b>	<b>\$ 1,368.05</b>			
LAND INFO & MAR-OCO										\$ -	\$ -	0	\$ -
										\$ -	\$ -	0	\$ -
										\$ -	\$ -	0	\$ -
										\$ -	\$ -	0	\$ -
	2018	4	\$ 456.25	4	0	0	\$ 212.75	\$ -	\$ -	\$ 243.50	\$ 243.50	0	\$ -
2019	3	\$ 273.50	1	0	0	\$ -	\$ -	\$ -	\$ 13.25	\$ 13.25	2	\$ 260.25	
<b>TOTAL</b>	<b>7</b>	<b>\$ 729.75</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>\$ 212.75</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 256.75</b>	<b>\$ 256.75</b>			
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	558	\$ 307,026.59	84	22	53	\$ 15,808.57	\$ 20,009.58	\$ 41,058.10	\$ 5,846.42	\$ 46,904.52	1036	\$ 558,194.72
<b>TOTAL</b>	<b>1415</b>	<b>\$ 771,140.42</b>	<b>248</b>	<b>51</b>	<b>80</b>	<b>\$ 29,747.52</b>	<b>\$ 28,477.24</b>	<b>\$ 132,051.10</b>	<b>\$ 22,669.84</b>	<b>\$ 154,720.94</b>			
<b>TOTAL FOR ALL DEPARTMENTS:</b>		<b>4075</b>	<b>\$ 3,151,729.58</b>	<b>1166</b>	<b>117</b>	<b>\$ 111,287.79</b>	<b>\$ 273,041.22</b>	<b>\$ 652,604.22</b>	<b>\$ 57,281.70</b>	<b>\$ 709,885.92</b>	<b>2463</b>	<b>\$ 2,057,514.65</b>	

**Loan Summary Report  
Balances As Of 1/31/2020**

	<b>General Ledger Account</b>	<b>Original Loan Amount</b>	<b>Loan Date</b>	<b>Interest Rate</b>	<b>Length of Loan in Years</b>	<b>YTD 2020 Principal Payments</b>	<b>YTD 2020 Interest Payments</b>	<b>Balance</b>
Loan to Group Home Anthony House	100-17133	483,057.00	7/1/2015	2.50%	17.75	4,905.82	715.12	167,949.09
Loan to City of Marinette	100-17134	7,500,000.00	6/1/2017	1.52%	20.00	-	-	<u>7,100,000.00</u>
								<b>\$ 7,267,949.09</b>

# MARINETTE COUNTY INVESTMENT POLICY

## I. Governing Authority

### *Legality*

The investment program shall be operated in conformance with federal, state, and other legal requirements, including Wisconsin Statute §66.0603.

## II. Scope

This policy applies to the investment of all funds, excluding the investment of employees' retirement funds. Proceeds from certain bond issues, as well as separate foundation or endowment assets, may be covered by a separate policy as necessary.

### *1. Pooling of Funds*

Except for cash in certain restricted and special funds, Marinette County will consolidate cash and reserve balances from all funds to maximize investment earnings and to increase efficiencies with regard to investment pricing, safekeeping and administration. Investment income will be allocated to the various funds based on their respective participation and in accordance with generally accepted accounting principles.

## III. General Objectives

The primary objectives, in priority order, of investment activities shall be safety, liquidity, and yield:

### *1. Safety*

Safety of principal is the foremost objective of the investment program. Investments shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. The objective will be to mitigate credit risk and interest rate risk.

#### a. Credit Risk

Marinette County will minimize credit risk, which is the risk of loss due to the failure of the security issuer or backer, by:

- Limiting investments to the types of securities listed in Section VII of this Investment Policy
- Pre-qualifying the financial institutions, broker/dealers, intermediaries, and advisers with which Marinette County will do business in accordance with Section V.
- Diversifying the investment portfolio so that the impact of potential losses from any one type of security or from any one individual issuer will be minimized.

b. Interest Rate Risk

Marinette County will minimize interest rate risk, which is the risk that the market value of securities in the portfolio will fall due to changes in market interest rates, by:

- Structuring the investment portfolio so that securities mature to meet cash requirements for ongoing operations, thereby avoiding the need to sell securities on the open market prior to maturity
- Investing operating funds primarily in shorter-term securities, money market mutual funds, or similar investment pools and limiting the average maturity of the portfolio in accordance with this policy (see section VIII).

2. *Liquidity*

The investment portfolio shall remain sufficiently liquid to meet all operating requirements that may be reasonably anticipated. This is accomplished by structuring the portfolio so that securities mature concurrent with cash needs to meet anticipated demands (static liquidity). Furthermore, since all possible cash demands cannot be anticipated, the short-term portion of the portfolio should consist largely of securities with active secondary or resale markets (dynamic liquidity). Alternatively, a portion of the portfolio may be placed in money market mutual funds or local government investment pools, which offer same-day liquidity for short-term funds.

3. *Yield*

The investment portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the investment risk constraints and liquidity needs. Return on investment is of secondary importance compared to the safety and liquidity objectives described above. The core of investments are limited to relatively low risk securities in anticipation of earning a fair return relative to the risk being assumed. Securities shall generally be held until maturity with the following exceptions:

- A security with declining credit may be sold early to minimize loss of principal.
- A security swap would improve the quality, yield, or target duration in the portfolio.
- Liquidity needs of the portfolio require that the security be sold.

4. *Local Considerations*

Where possible, funds may be invested for the betterment of the local economy or that of local entities within the State. Marinette County may accept a proposal from an eligible institution, which provides for a reduced rate of interest provided that such institution documents the use of deposited funds for community development projects.

#### **IV. Standards of Care**

##### *1. Prudence*

The standard of prudence to be used by investment officials shall be the “prudent person” standard and shall be applied in the context of managing an overall portfolio. Investment officers acting in accordance with written procedures and this investment policy and exercising due diligence shall be relieved of personal responsibility for an individual security’s credit risk or market price changes, provided deviations from expectations are reported in a timely fashion and the liquidity and the sale of securities are carried out in accordance with the terms of this policy.

The “prudent person” standard states that, “Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived.”

##### *2. Ethics and Conflicts of Interest*

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with the proper execution and management of the investment program, or that could impair their ability to make impartial decisions. Employees and investment officials shall disclose any material interests in financial institutions with which they conduct business. They shall further disclose any personal financial/investment positions that could be related to the performance of the investment portfolio. Employees and officers shall refrain from undertaking personal investment transactions with the same individual with which business is conducted on behalf of Marinette County.

##### *3. Delegation of Authority*

Authority to manage the investment program is granted to the Finance Director and County Treasurer, hereinafter referred to as investment officers and derived from the following: Wisconsin State Statute 59.62. Responsibility for the operation of the investment program is hereby delegated to the investment officers, who shall act in accordance with established written procedures and internal controls for the operation of the investment program consistent with this investment policy. Procedures should include references to: safekeeping, delivery vs. payment, investment accounting, repurchase agreements, wire transfer agreements, and collateral/depository agreements. No person may engage in an investment transaction except as provided under the terms of this policy and the procedures established by the investment officers. The investment officers shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.

## **V. Authorized Financial Institutions, Depositories, and Broker/Dealers**

### *1. Authorized Financial Institutions, Depositories, and Broker/Dealers*

A list will be maintained of financial institutions and depositories authorized to provide investment services. In addition, a list will be maintained of approved security broker/dealers selected by creditworthiness (e.g., a minimum capital requirement of \$10,000,000 and at least five years of operation). These may include “primary” dealers or regional dealers that qualify under Securities and Exchange Commission (SEC) Rule 15C3-1 (uniform net capital rule).

All financial institutions and broker/dealers who desire to become qualified for investment transactions must supply the following as appropriate:

- Audited financial statements demonstrating compliance with state and federal capital adequacy guidelines
- Proof of National Association of Securities Dealers (NASD) certification (not applicable to Certificate of Deposit counterparties)
- Proof of state registration
- Completed broker/dealer questionnaire (not applicable to Certificate of Deposit counterparties)
- Certification of having read and understood and agreeing to comply with Marinette County’s investment policy.
- Evidence of adequate insurance coverage.

An annual review of the financial condition and registration of all qualified financial institutions and broker/dealers will be conducted by the investment officers .

### *2. Minority and Community Financial Institutions*

From time to time, the investment officers may choose to invest in instruments offered by minority and community financial institutions. In such situations, a waiver to certain parts of the criteria under Paragraph 1 may be granted. All terms and relationships will be fully disclosed prior to purchase and will be reported to the appropriate entity on a consistent basis and should be consistent with state or local law. The administrative committee must approve these types of investment purchases.

## **VI. Safekeeping and Custody**

### *1. Delivery vs. Payment*

All trades of marketable securities will be executed by delivery vs. payment (DVP) to ensure that securities are deposited in an eligible financial institution prior to the release of funds.

### *2. Safekeeping*

Securities will be held by a [centralized] independent third-party custodian selected by the entity as evidenced by safekeeping receipts in Marinette County’s name. The

safekeeping institution shall annually provide a copy of their most recent report on internal controls (Statement of Auditing Standards No. 70, or SAS 70).

### *3. Internal Controls*

The investment officers shall establish a system of internal controls, which shall be documented in writing. The internal controls shall be reviewed by the administrative committee and with the independent auditor. The controls shall be designed to prevent the loss of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of Marinette County.

## **VII. Suitable and Authorized Investments**

### *1. Investment Types*

Consistent with the GFOA Policy Statement on State and Local Laws Concerning Investment Practices, the following investments will be permitted by this policy and are those defined by state and local law where applicable:

- U.S. Treasury obligations which carry the full faith and credit guarantee of the United States government and are considered to be the most secure instruments available;
- U.S. government agency and instrumentality obligations that have a liquid market with a readily determinable market value (e.g., debt issued by the Federal National Mortgage Association, Federal Home Loan Mortgage Corp, Federal Home Loan Bank, Federal Farm Credit Bank);
- Certificates of deposit and other evidences of deposit at financial institutions,
- Commercial paper, rated in the highest tier (e.g., A-1, P-1, F-1, or D-1 or higher) by a nationally recognized rating agency;
- Corporate bonds, rated in the highest or 2<sup>nd</sup> highest rating category assigned by a nationally recognized rating agency
- Investment-grade obligations of state, provincial and local governments and public authorities;
- Repurchase agreements whose underlying purchased securities consist of the aforementioned instruments;
- Money market mutual funds regulated by the Securities and Exchange Commission and whose portfolios consist only of dollar-denominated securities; and
- Local government investment pools either state-administered or developed through joint powers statutes and other intergovernmental agreement legislation.

Investment in derivatives of the above instruments shall require authorization by the Marinette County Administrative Committee.

2. *Collateralization*

Where allowed by state law and in accordance with the GFOA Recommended Practices on the Collateralization of Public Deposits, full collateralization may be required on all demand deposit accounts, including checking accounts and non-negotiable certificates of deposit.

3. *Repurchase Agreements*

Repurchase agreements, if used, shall be consistent with GFOA Recommended Practices on Repurchase Agreements.

**VIII. Investment Parameters**

1. *Diversification*

The following diversification limitations shall be imposed on the portfolio:

- **Maturity:** No more than 75 percent of the portfolio may be invested beyond 12 months.

**Default risk:** To avoid over-concentration in securities from a specific issuer or business sector. In general, no limits are necessary for U.S. Treasury securities: no more than 25 percent of the overall portfolio may be invested in a single government agency issuer; no more than 20 percent of the portfolio may be invested in a single money market; no more than 30% in corporate bonds; no more than 30% in commercial paper; no more than 4% in a single issuer of corporate bonds; and no more than 4% in single issuer of commercial paper. In no case should the combined corporate bond/commercial paper holdings exceed 30% of the overall portfolio.

- **Liquidity risk:** At least 10 percent of the portfolio shall be invested in overnight instruments or in marketable securities which can be sold to raise cash in one day's notice.

2. *Maximum Maturities*

To the extent possible, Marinette County shall attempt to match its investments with anticipated cash flow requirements. Unless matched to a specific cash flow, Marinette County will not directly invest in securities maturing more than six (6) years from the date of purchase or in accordance with state and local statutes and ordinances. Marinette County shall adopt weighted average maturity limitations (which range from 90 days to 6 years), consistent with the investment objectives.

Reserve funds and other funds with longer-term investment horizons may be invested in securities exceeding six (6) years if the maturities of such investments are made to coincide as nearly as practicable with expected use of funds. The intent to invest in securities with longer maturities shall be disclosed in writing to the legislative body.

Because of inherent difficulties in accurately forecasting cash flow requirements, a portion of the portfolio should be continuously invested in readily available funds such as local government investment pools, money market funds, or overnight repurchase agreements to ensure that appropriate liquidity is maintained to meet ongoing obligations.

### *3. Competitive Bids*

The investment officer shall obtain competitive bids from at least two brokers or financial institutions on all purchases greater than \$1,000,000 face value of investment instruments purchased on the secondary market.

The investment officer may purchase instruments from any authorized broker equal to or less than \$1,000,000 face value without competitive bid with approval of one of the following: County Administrator, County Treasurer, or County Administrative Committee Chair.

## **IX. Reporting**

### *1. Methods*

The finance director shall provide a monthly report listing all individual securities held at the end of each month.

The finance director shall prepare a detailed investment report semi annually. The investment report will be prepared in a manner, which will allow Marinette County to ascertain whether investment activities during the reporting period have conformed to the investment policy. The report will be provided to the administrative committee. The report will include the following:

- Listing of individual securities held at the end of the reporting period.
- Realized and unrealized gains or losses resulting from appreciation or depreciation by listing the cost and market value of securities over one-year duration that is not intended to be held until maturity.
- Average weighted yield to maturity of portfolio on investments as compared to applicable benchmarks.
- Listing of investment by maturity date.
- Percentage of the total portfolio, which each type of investment represents.

### *2. Performance Standards*

The investment portfolio will be managed in accordance with the parameters specified within this policy. The portfolio should obtain a market average rate of return during a market/economic environment of stable interest rates. A series of appropriate benchmarks shall be established against which portfolio performance shall be compared on a regular basis. The benchmarks shall be reflective of the

actual securities being purchased and risks undertaken and the benchmarks shall have a similar weighted average maturity as the portfolio.

*3. Marking to Market*

The market value of the portfolio shall be calculated monthly as part of the monthly report. This will ensure that review of the investment portfolio, in terms of value and price volatility, has been performed consistent with the GFOA Recommended Practice on “Mark-to-Market Practices for State and Local Government Investment Portfolios and Investment Pools.”

**X. Policy Considerations**

*1. Exemption*

Any investment currently held that does not meet the guidelines of this policy shall be exempted from the requirements of this policy. At maturity or liquidation, such monies shall be reinvested only as provided by this policy.

*2. Amendments*

This policy shall be reviewed annually at the June meeting of the Administrative Committee. All changes recommended by the investment officers must be approved by the Administrative Committee and County Board.

**XI. Approval of Investment Policy**

The investment policy shall be formally approved and adopted by the governing body of Marinette County and reviewed as deemed appropriate.

**XII. Supporting Documentation**

Documents, as applicable, including but not limited to the following, will be available as supplements to the investment policy:

- Relevant investment statutes and ordinances,
- Investment Procedures and Internal Controls
- Glossary
- Broker/Dealer Questionnaire
- Credit studies for securities purchased and financial institutions used,
- Safekeeping agreements,
- Wire transfer agreements,
- Sample investment reports,
- Methodology for calculating rate of return,
- GFOA Recommended Policies.

Finance Committee Adopted: November 10, 2008  
County Board Adopted: November 12, 2008  
Finance Committee Reviewed: June 22, 2009  
Finance Committee Reviewed and Adopted: June 21, 2010  
County Board Approved: June 29, 2010  
Finance Committee Reviewed and Adopted: June 18, 2012  
County Board Approved: June 26, 2012  
Finance Committee Reviewed and Adopted: September 14, 2017  
County Board Approved: September 19, 2017  
Finance Committee changed to Administrative Committee: April 24, 2018  
County Board Approved: June 25, 2019

ADMINISTRATIVE COMMITTEE  
SCHEDULE OF APPROPRIATION ENTRIES  
FEBRUARY 13, 2020

Department	County Board	2019 ENTRIES								
		JE #	Period	Amount	Increase/ Decrease	Org	Org Description	Object	Object Description	
LIO	N	Carry forward remaining funds from 2019 to 2020 for DNR Peshtigo River Access grant	12		\$ 47,040.74	Decrease	56272000	DNR Peshtigo River Access	43545	Other grant awards
					\$ 2,244.52	Decrease	56272000	DNR Peshtigo River Access	50111	Salaries
					\$ 174.14	Decrease	56272000	DNR Peshtigo River Access	51151	Co share of social security
					\$ 146.37	Decrease	56272000	DNR Peshtigo River Access	51152	Co share of state retirement
					\$ 978.94	Decrease	56272000	DNR Peshtigo River Access	51154	H&D insurance
					\$ 1.76	Decrease	56272000	DNR Peshtigo River Access	51155	Life insurance
					\$ 45.01	Decrease	56272000	DNR Peshtigo River Access	51159	Workmens compensation
					\$ 4,600.00	Decrease	56272000	DNR Peshtigo River Access	52291	Purchase of service
					\$ 25,950.00	Decrease	56272000	DNR Peshtigo River Access	52350	Provided services
					\$ 12,500.00	Decrease	56272000	DNR Peshtigo River Access	52374	Supplies
					\$ 400.00	Decrease	56272000	DNR Peshtigo River Access	52490	Supplies & expense
Information Services	N	Carry forward outlay from 2019 to 2020 for core router and switch replacements in the primary data center	12		\$ 150,000.00	Decrease	51450000	Information Services	53890	Outlay
					\$ 150,000.00	Increase	702	Information Services	34290	Fund balance
Information Services	N	Carry forward unspent funds from 2019 to 2020 for the purchase of CenturyLink Risk Sense services in 2020	12		\$ 13,000.00	Decrease	51450000	Information Services	52291	Purchase of service
					\$ 13,000.00	Decrease	51450000	Information Services	52980	Equipment & material
					\$ 26,000.00	Increase	702	Information Services	34290	Fund balance
Information Services	N	Carry forward unspent funds from 2019 to 2020 for continuation of County PC program	12		\$ 177,695.27	Decrease	51453000	County PC Program	52980	Equipment & material
					\$ 177,695.27	Increase	702	Information Services	34290	Fund balance
Finance	N	Carry forward unspent funds from 2019 to 2020 for Tyler training days due to upgrade from Munis version 11.3 to version 2019 and programming fees	12		\$ 2,500.00	Decrease	51510000	Finance Department	52291	Purchase of service
					\$ 2,500.00	Increase	100	General fund	34290	Fund balance
Finance	N	To apply funds from Finance Department Org code to Health Insurance - Retiree Org code to cover 2019 budget overage	12		\$ 37,400.00	Increase	51960000	Health Insurance - Retirees	51154	H&D insurance
					\$ 37,400.00	Decrease	51510000	Finance Department	50111	Salaries
Economic Development	N	Carry forward unspent funds from 2019 to 2020 for economic development	12		\$ 142,805.00	Decrease	56722000	Economic Development - RLF	52291	Purchase of service
					\$ 142,805.00	Increase	100	General Fund	34290	Fund balance
Administration/ Finance	N	Carry forward and redistribute investment interest revenue funds from 2019 to 2020 budget for purchase of Lenco armored rescue vehicle by the Sheriff Department and fund the Program Assistant position in the Parks Department	12		\$ 250,000.00	Increase	51520000	County Treasurer	48111	Interest - general
					\$ 250,000.00	Increase	51901000	Contingency	52498	Operation expenditures
					\$ 250,000.00	Decrease	51901000	Contingency	52498	Operation expenditures
					\$ 250,000.00	Increase	100	General fund	34290	Fund balance
Department	County Board	2020 ENTRIES								
		JE #	Period	Amount	Increase/ Decrease	Org	Org Description	Object	Object Description	
LIO	N	Carry forward remaining funds from 2019 to 2020 for DNR Peshtigo River Access grant	02		\$ 47,040.74	Increase	56272000	DNR Peshtigo River Access	43545	Other grant awards
					\$ 2,244.52	Increase	56272000	DNR Peshtigo River Access	50111	Salaries
					\$ 174.14	Increase	56272000	DNR Peshtigo River Access	51151	Co share of social security
					\$ 146.37	Increase	56272000	DNR Peshtigo River Access	51152	Co share of state retirement
					\$ 978.94	Increase	56272000	DNR Peshtigo River Access	51154	H&D insurance
					\$ 1.76	Increase	56272000	DNR Peshtigo River Access	51155	Life insurance

ADMINISTRATIVE COMMITTEE  
SCHEDULE OF APPROPRIATION ENTRIES  
FEBRUARY 13, 2020

				\$ 45.01	Increase	56272000	DNR Peshtigo River Access	51159	Workmens compensation
				\$ 4,600.00	Increase	56272000	DNR Peshtigo River Access	52291	Purchase of service
				\$ 25,950.00	Increase	56272000	DNR Peshtigo River Access	52350	Provided services
				\$ 12,500.00	Increase	56272000	DNR Peshtigo River Access	52374	Supplies
				\$ 400.00	Increase	56272000	DNR Peshtigo River Access	52490	Supplies & expense
Information Services	N	Carry forward outlay from 2019 to 2020 for core router and switch replacements in the primary data center	02	\$ 150,000.00	Increase	51450000	Information Services	53890	Outlay
				\$ 150,000.00	Decrease	702	Information Services	34290	Fund balance
Information Services	N	Carry forward unspent funds from 2019 to 2020 for the purchase of CenturyLink Risk Sense services in 2020	02	\$ 13,000.00	Increase	51450000	Information Services	52291	Purchase of service
				\$ 13,000.00	Increase	51450000	Information Services	52980	Equipment & Material
				\$ 26,000.00	Decrease	702	Information Services	34290	Fund balance
Wellness	N	To establish 2020 budget for County wellness programs from fund balance	02	\$ 3,500.00	Increase	51432000	Wellness	52405	Health fair
				\$ 750.00	Increase	51432000	Wellness	52424	Dues registration & tuition
				\$ 750.00	Increase	51432000	Wellness	52403	Weight watchers
				\$ 7,400.00	Increase	51432000	Wellness	52406	Fitness Club reimbursement
				\$ 200.00	Increase	51432000	Wellness	52497	Fitness incentives
				\$ 250.00	Increase	51432000	Wellness	52496	Programming
				\$ 1,350.00	Increase	51432000	Wellness	52402	Corporate challenge/yoga
				\$ 606.56	Increase	51432000	Wellness	51151	Co share of social security
Information Services	N	Carry forward unspent funds from 2019 to 2020 for continuation of County PC program	02	\$ 177,695.27	Increase	51453000	County PC Program	52980	Equipment & material
				\$ 177,695.27	Decrease	702	Information Services	34290	Fund balance
Human Resources	n	To redistribute 2020 budget revenue to appropriate object code in line with GAAP for financial reporting purposes	02	\$ 17,000.00	Decrease	51430000	Human Resources	48601	Miscellaneous revenue
				\$ 17,000.00	Increase	51430000	Human Resources	47410	Departmental charges
Finance	N	Carry forward unspent funds from 2019 to 2020 for Tyler training days due to upgrade from Munis version 11.3 to version 2019	02	\$ 2,500.00	Increase	51510000	Finance Department	52291	Purchase of service
				\$ 2,500.00	Decrease	100	General fund	34290	Fund balance
Economic Development	N	Carry forward unspent funds from 2019 to 2020 for economic development	02	\$ 142,805.00	Increase	56722000	Economic Development - RLF	52291	Purchase of service
				\$ 142,805.00	Decrease	100	General Fund	34290	Fund balance
Administration/ Finance	N	Carry forward and redistribute investment interest revenue funds from 2019 to 2020 budget for purchase of Lenco armored rescue vehicle by the Sheriff Department and fund the Program Assistant position in the Parks Department	02	\$ 250,000.00	Increase	51901000	Contingency	52498	Operation expenditures
				\$ 250,000.00	Decrease	100	General fund	34290	Fund balance
				\$ 70,000.00	Decrease	51901000	Contingency	52498	Operation expenditures
				\$ 45,222.82	Increase	51630000	Parks	50111	Salaries
				\$ 2,969.89	Increase	51630000	Parks	51151	Co share of social security
				\$ 2,763.07	Increase	51630000	Parks	51152	Co share of state retirement
				\$ 18,924.23	Increase	51630000	Parks	51154	H&D insurance
				\$ 50.40	Increase	51630000	Parks	51155	Life insurance
				\$ 69.59	Increase	51630000	Parks	51159	Workmens compensation
Emergency Management	N	To redistribute and adjust 2020 budget to reflect estimated expenditures to anticipated revenues for EMPG, EPCRA and the HS/FEMA/WEM grants	02	\$ 40,098.00	Decrease	52504000	Emergency Management	50111	Salaries
				\$ 3,642.00	Decrease	52504000	Emergency Management	50198	Salary/wage line transfer
				\$ 173.00	Decrease	52504000	Emergency Management	51133	Longevity Pay
				\$ 2,942.00	Decrease	52504000	Emergency Management	51151	Co share of social security
				\$ 2,716.00	Decrease	52504000	Emergency Management	51152	Co share of state retirement
				\$ 8,350.00	Decrease	52504000	Emergency Management	51154	H&D insurance
				\$ 33.00	Decrease	52504000	Emergency Management	51155	Life insurance
				\$ 61.00	Decrease	52504000	Emergency Management	51159	Workmens compensation
				\$ 507.00	Decrease	52504000	Emergency Management	52225	Telephone
				\$ 191.00	Decrease	52504000	Emergency Management	52291	Purchase of service

ADMINISTRATIVE COMMITTEE  
SCHEDULE OF APPROPRIATION ENTRIES  
FEBRUARY 13, 2020

		\$	225.00	Decrease	52504000	Emergency Management	52410	Office supplies
		\$	180.00	Decrease	52504000	Emergency Management	52411	Postage
		\$	65.00	Decrease	52504000	Emergency Management	52413	Courthouse printing
		\$	100.00	Decrease	52504000	Emergency Management	52424	Dues/registration & tuition
		\$	200.00	Decrease	52504000	Emergency Management	52435	Meals and lodging
		\$	253.00	Decrease	52504000	Emergency Management	52439	Other travel expense
		\$	10,000.00	Decrease	52504000	Emergency Management	52467	Building maintenance
		\$	48,000.00	Decrease	52504000	Emergency Management	52468	Equipment maintenance
		\$	1,362.00	Decrease	52504000	Emergency Management	52511	Insurance premiums
		\$	38,164.00	Increase	52505000	EMPG	50111	Salaries
		\$	173.00	Increase	52505000	EMPG	51133	Longevity Pay
		\$	3,079.00	Increase	52505000	EMPG	51151	Co share of social security
		\$	2,832.00	Increase	52505000	EMPG	51152	Co share of state retirement
		\$	8,960.00	Increase	52505000	EMPG	51154	H&D insurance
		\$	37.00	Increase	52505000	EMPG	51155	Life insurance
		\$	69.00	Increase	52505000	EMPG	51159	Workmens compensation
		\$	507.00	Increase	52505000	EMPG	52225	Telephone
		\$	191.00	Increase	52505000	EMPG	52291	Purchase of service
		\$	225.00	Increase	52505000	EMPG	52410	Office supplies
		\$	180.00	Increase	52505000	EMPG	52411	Postage
		\$	65.00	Increase	52505000	EMPG	52413	Courthouse printing
		\$	100.00	Increase	52505000	EMPG	52424	Dues/registration & tuition
		\$	200.00	Increase	52505000	EMPG	52435	Meals and lodging
		\$	253.00	Increase	52505000	EMPG	52439	Other travel expense
		\$	10,000.00	Increase	52505000	EMPG	52467	Building maintenance
		\$	1,362.00	Increase	52505000	EMPG	52511	Insurance premiums
		\$	4,800.00	Increase	52505000	EMPG	52468	Equipment maintenance
		\$	450.00	Decrease	52506000	EPCRA	43530	EPCRA grant
		\$	1.00	Decrease	52506000	EPCRA	50111	Salaries
		\$	8.00	Decrease	52506000	EPCRA	51151	Co share of social security
		\$	5.00	Decrease	52506000	EPCRA	51152	Co share of state retirement
		\$	23.00	Decrease	52506000	EPCRA	51154	H&D insurance
		\$	3.00	Decrease	52506000	EPCRA	51155	Life insurance
		\$	4.00	Decrease	52506000	EPCRA	51159	Workmens compensation
		\$	150.00	Decrease	52506000	EPCRA	52225	Telephone
		\$	25.00	Decrease	52506000	EPCRA	52410	Office supplies
		\$	25.00	Decrease	52506000	EPCRA	52424	Dues/registration & tuition
		\$	50.00	Decrease	52506000	EPCRA	52435	Meals and lodging
		\$	50.00	Decrease	52506000	EPCRA	52439	Other travel expense
		\$	50.00	Decrease	52506000	EPCRA	52448	Educational supplies
		\$	100.00	Decrease	52506000	EPCRA	52468	Equipment maintenance
		\$	1,811.07	Increase	52510000	HS/FEMA/WEM	43529	HS/FEMA/WEM grants
		\$	1,708.00	Decrease	52510000	HS/FEMA/WEM	50111	Salaries
		\$	129.00	Decrease	52510000	HS/FEMA/WEM	51151	Co share of social security
		\$	111.00	Decrease	52510000	HS/FEMA/WEM	51152	Co share of state retirement
		\$	587.00	Decrease	52510000	HS/FEMA/WEM	51154	H&D insurance
		\$	4.00	Decrease	52510000	HS/FEMA/WEM	51159	Workmens compensation
		\$	1,811.07	Increase	52510000	HS/FEMA/WEM	52498	Operation Expenditures

**Schedule of Monthly Paid Invoices - Administrative**

**From 12/15/2019 to 1/15/2020**

<b>Vendor Name</b>	<b>Vendor Total</b>	<b>Full Description</b>
AEGIS CORPORATION	\$ 3,614.00	2020 CRIME POLICY INV4888 CUSTID MARINETTE; 2020POSITION SCHEDULE BOND INV4887 CUSTIDMARINETTE
AMAZON - PCARD VENDO	\$ 7,541.72	BOOK STORES - flash drive and headset; BOOK STORES - flash drive, memory stick; BOOK STORES - hard drive destroyer; BOOK STORES - hard drives for backup year ebd; BOOK STORES - phone charger cables; BOOK STORES usb flash drives, 8841 cisco phones, a
ANTHEM BLUE CROSS	\$ 560,919.05	RECORD ADMN FEES & CLMS PD WK 12/13/19; RECORD ADMN FEES/CLMS PD WK 11/27/19; RECORD ADMN FEES/CLMS PD WK 12/06/19; RECORD ADMN FEES/CLMS PD WK 12/13/19; RECORD ADMN FEES/CLMS PD WK 12/20/19; RECORD ADMN FEES & CLMS PD WK 12/13/19; RECORD ADMN FEES/CLMS PD WK 12/06/19; RECORD ADMN FEES/CLMS PD WK 12/13/19; RECORD ADMN FEES/CLMS PD WK 12/20/19
AURORA BAY AREA	\$ 17,222.64	AUGUST & SEPTEMBER 2019
AURORA BAYCARE MEDIC	\$ 16,555.00	INVOICE# LJ618
BAUMGART, DEBRA	\$ 52.40	12/18/19 COA MEETING; 12/18/19 COA MEETING
BELLIN	\$ 30,262.27	APR 2019 BELLIN EMPLOYEE CLINIC IN#MB3026; AUG 2019 BELLIN EMPLOYEE CLINIC IN#MB3491; FEB 2019 BELLIN EMPLOYEE CLINIC IN#MB3024; JAN 2019 BELLIN EMPLOYEE CLINIC IN#MB3023; JUL 2019 BELLIN EMPLOYEE CLINIC IN#MB3359; JUN 2019 BELLIN EMPLOYEE CLINIC IN#MB3233; MAR 2019 BELLIN EMPLOYEE CLINIC IN#MB3025; NOV 2019 BELLIN EMPLOYEE CLINIC IN# MB3920
BENEFIT ADVANTAGE	\$ 260.25	DEC 2019 COBRA IN#173663 CUST#63909
CDW GOVERNMENT LLC	\$ 6,725.36	CLIENT#1917657 INV#RET19000176; CLIENT#1917657 INV#RET19000177; WHOLESALE COMPUTERS/ - battery replacement; WHOLESALE COMPUTERS/ - ipad and keyboard; WHOLESALE COMPUTERS/ adobe license
CELLCOM	\$ 100.02	ACCT#002-01530082 12/05/19 BILL DATE; ACCT#002-01530082 12/05/19 BILL DATE
CENTURYLINK	\$ 446.13	ACCT#301525991 BILL DATE: 12/17/19; ACCT#85447735 IN#1483578523 12/31/19 BILL DATE; ACCT#301525991 BILL DATE: 12/17/19; ACCT#85447735 IN#1483578523 12/31/19 BILL DATE; ACCT#301525991 BILL DATE: 12/17/19; ACCT#85447735 IN#1483578523 12/31/19 BILL DATE; ACCT#301525991 BILL DATE: 12/17/19; ACCT#85447735 IN#1483578523 12/31/19 BILL DATE; ACCT#301525991 BILL DATE: 12/17/19; ACCT#85447735 IN#1483578523 12/31/19 BILL DATE; ACCT#301525991 BILL DATE: 12/17/19; ACCT#85447735 IN#1483578523 12/31/19 BILL DATE; ACCT#85447735 IN#1483578523 12/31/19 BILL DATE; ACCT#301525991 BILL DATE: 12/17/19; ACCT#85447735 IN#1483578523 12/31/19 BILL DATE; ACCT#301525991 BILL DATE: 12/17/19
CHECK BEFORE HIRE, L	\$ 403.00	2019 Criminal check/ Education verifi; Criminal check & Education verifi; Education verifi
CLIFTONLARSONALLEN	\$ 18,195.00	ACCT# 232-600003 INV# 2345240
DMI* DELL K-12/GOVT	\$ 9,329.40	WHOLESALE COMPUTERS/ - 10 5070 SFF
DOWNS, RICK F.	\$ 64.00	12/18/19 COA MEETING; 12/18/19 COA MEETING
DUDA CHIROPRACTIC, S	\$ 2,925.00	DEC 2019; NOVEMBER 2019
EAGLE-HERALD PUBLISH	\$ 266.13	2019 Position Ads
ELEXCO	\$ 108,256.00	MARINETTE CTY-2019 FIBER RING INV#80774
ERC INC.	\$ 1,066.41	NOV 2019 EAP SERVICES IN#1219-3263



<b>Vendor Name</b>	<b>Vendor Total</b>	<b>Full Description</b>
WI DEPT OF JUSTICE	\$ 80.25	2019 WI criminal check; 2019 WI criminal checks; IRS Compliance fingerprinting; WI Caregiver background; WI Criminal check
WI PUBLIC SERVICE	\$ 4,230.00	POLE ATTACH 1/1/20-12/31/20 ACCT#0403120998-00014
WI REVENUE, DEPT OF	\$ -10.00	NOV 2019 WI SALES TAX PAID
WILD MARKETING GROUP	\$ 614.47	PROFESSIONAL SERVICES
<b>Grand Total</b>	<b>\$ 955,069.83</b>	