

CONSERVATION EDUCATION AND ECONOMIC DEVELOPMENT COMMITTEE

DATE: Wednesday, April 4, 2018

TIME: 9:00 a.m.

LOCATION: Wood County Courthouse, Room 115

1. Call meeting to order
2. Public Comments (*brief comments/statements regarding committee business*)
3. Review Correspondence
4. Consent Agenda
 - A. Approve minutes of previous meeting
 - B. Approve bills
 - C. Receive staff activity reports
5. Risk and Injury Report
6. Land & Water Conservation Department
 - A. Discuss the Guidance Document for the development of the Wood County Nonferrous Metallic Mining Ordinance.
 - B. Open and approve bids for closure of a manure storage facility on property owned by Darrell Sternweis.
 - C. Update on Healthy Soil, Healthy Water Workshop.
 - D. Discussion of Central Sands Groundwater Group
7. UW Extension
 - A. Communities Extension Educator Discussion
 - B. Office Ergonomic Assessment Update & Plan of Action
 - C. Updated UW-Extension Contract
8. Economic Development
 - A. Activity update from Heart of Wisconsin Chamber (Melissa Reichert)
9. County Surveyor
10. Private Sewage
11. Planning
12. Schedule next regular committee meeting – 9:00 a.m. Wednesday, May 2, 2018.
13. Agenda items for next meeting
14. Schedule any additional meetings if necessary.
15. Adjourn

MINUTES
CONSERVATION, EDUCATION & ECONOMIC DEVELOPMENT COMMITTEE
WEDNESDAY, MARCH 7, 2018
WOOD COUNTY RIVER BLOCK BUILDING, AUDITORIUM ROOM #206, WISCONSIN RAPIDS WI

Members Present: Hilde Henkel, Kenneth Curry, Robert Ashbeck, Bill Leichtnam, Adam Fischer and Harvey Petersen.

Staff Present:

Planning & Zoning Staff: Jason Grueneberg, Adam DeKleyn and Kim Keech.
Land & Water Conservation Staff: Shane Wucherpennig and Tracy Arnold.
UW Extension Staff: Jason Hausler and Jeremy Erickson.

Others Present: Dist. #8 Supervisor Brad Kremer, Dist. #9 Supervisor William Winch, Dist. #14 Supervisor Dennis Polach, Dist. #15 Supervisor Bill Clendenning, Peter Kastenholz (Wood County Corporation Counsel) and Josh Miller (City of Marshfield Economic Development Board).

1. **Call to Order.** Chairperson Henkel called the CEED Meeting to order at 9:00 a.m.
2. **Public Comment.** None
3. **Review Correspondence.** None
4. **Consent Agenda.** The Consent Agenda included the following Items: 1) minutes of the Wednesday, February 7, 2018 and Wednesday, February 28, 2018 CEED meetings, 2) bills from Planning & Zoning, Land & Water Conservation and UW Extension and 3) staff activity reports from Jason Grueneberg, Adam DeKleyn, Justin Conner, Jeff Brewbaker, Stevana Skinner, Kim Keech, Victoria Wilson, Shane Wucherpennig, Tracy Arnold, Adam Groshek, Emily Salvinski, Lori Ruess, Matt Lippert, Jodi Friday, Chris Viau, Laura Huber, Jackie Carattini and Jeremy Erickson.
 - A. Minutes of Wednesday, February 7, 2018. No additions or corrections needed.
 - B. Minutes of Wednesday, February 28, 2018. Amend #6 in minutes.
 - C. Department Bills. No additions or corrections needed.
 - D. Staff Activity Reports. No additions or corrections needed.

Motion by Kenneth Curry to approve and accept the Wednesday February 7, 2018 and Wednesday, February 28, 2018 CEED minutes, bills from Planning & Zoning, Land & Water Conservation and UW Extension, and staff activity reports as presented. Second by Harvey Peterson. Motion carried unanimously.

Kenneth Curry discussed amending the Wednesday, February 28, 2018 minutes for agenda item #6.

Motion by Kenneth Curry to amend the Wednesday, February 28, 2018 CEED minutes agenda item #6 to correctly read: Discussion of committee structure and time allocation. Second by Bill Leichtnam. Motion carried unanimously.

5. **Risk and Injury Report.** Nothing to report.

Chairperson Henkel moved up agenda item #11A

11. Planning.

- A. Discuss staff recommendation pertaining to the regulation of non-ferrous metallic mining operations in Wood County. A meeting with Peter Kastenholz, Land & Water Conservation Department staff and Planning & Zoning Department staff took place to discuss an ordinance for non-ferrous metallic mining in Wood County. Peter Kastenholz explained the legal aspects of drafting an ordinance for nonferrous metallic mining. The state statue deadline to put an ordinance in place is July 1st. Peter Kastenholz shared that the county doesn't have to meet that

deadline but a sooner than later approach is advised with an option to modify the ordinance in the future. A zoning regulation versus licensing gives the county more flexibility. The state does regulate metallic mining exploration stage with certain restrictions. Currently, there is no metallic mining prospecting or activity in Wood County. Chairman Henkel commented that a broad & simple approach versus detailed would be more beneficial in drafting the ordinance designating Shane Wucherpennig to take the lead in drafting the ordinance for non-ferrous metallic mining operations consulting with other departments and individuals. Chairman Henkel stated that a model ordinance should be drafted and shared at the April CEED Committee meeting.

6. Land & Water Conservation Department.

- A. Nonmetallic mining reclamation update. Tracy Arnold shared with the committee a letter drafted by Tracy Arnold and Shane Wucherpennig and reviewed by Peter Kastenholz of Wood County Corporation Counsel on a contested mine site regarding the appeal items in question on this site. Peter Kastenholz explained that the letter upholds the departments prior decision to help allow Tracy Arnold to testify at a hearing on the contested mine. Shane Wucherpennig commented that the 8 landowner claims from in May 2017 on the contested mine were all corrected in fall 2017. The contested mine site was not signed off as fully reclaimed until mid-November 2017. Shane Wucherpennig shared that many numerous hours and money has been spent by the department regarding the contested mine. Shane Wucherpennig reminded the committee that nonmetallic mining in Wood County is a self-funded program through permit fees.
- B. Department policy for nonmetallic mining permit transfer & inactive mines. Shane Wucherpennig explained the need for the department to have a policy in place for nonmetallic mining permit transfer and inactive mines sharing that some miners want to purchase inactive mines in Wood County.

Motion by Bill Leichtnam to approve and accept Land & Water Conservation Department NMM Permit Transfer Fee and Three year inactive annual fee policy. Second by Robert Ashbeck. Motion carried unanimously.

- C. List members' key points from water presentations.
Committee members brought bullet points of the most important parts of groundwater presentations from Dr. Mark Borchardt (USDA Agricultural Research Service) and Kevin Masarik, (UW Extension Groundwater Education Specialist):
- Groundwater flow
 - Microbes unable to move through the ground
 - Residential land use
 - 20 pounds of nitrates going back into the ground for septic systems
 - Nitrate penetration and distance from a well
 - Kewaunee County study
 - Maps of groundwater sustainability
 - Importance of crop rotation on sandy soils
 - Role of Water Treatment Plants
 - Importance of education
 - Phosphorous issue
 - Not only an urban problem but also a rural problem
 - Nitrates found in a well and only the ability to land spread within a certain distance from that well.

Chairman Henkel summarized that the key points from committee members are the primary concern regarding water quality.

Shane Wucherpennig gave a brief summary on the DNR TMDL meeting on March 6th in Stevens Point that Adam Groshek attended. A TMDL is a watershed proposal detailing the amount of a pollutant a water body can accept before becoming impaired for fish/wildlife or recreational uses. There are 2 TMDL proposals that are being addressed by the DNR which will be sent to EPA and EPA deciding which is best for the WI River.

7. UW Extension.

- A. Staffing/Office Operations Update Jason Hausler shared that the potential candidate has declined the Wood County Community Resource & Development Agent position but may apply for the position when posted. Jason Hausler stated that the next state UWEX hiring meeting is March 23rd and that he will expedite the Community Resource & Development Agent vacancy. A draft of the Community Resource & Development Agent position description will be in the committee packet and discussed at the April Meeting. A revised contract for UWEX contracts will also be in the next committee packet. UWEX will be hiring a summer intern to help assist with 4-H programs and Farm Technology Days. Jason Hausler has been working with the Wellness Coordinator Adam Fandre updating work stations and office furniture in the department.
- B. MOU Discussion Jason Hausler shared that Peter Kastenholz has reviewed and approved the Memorandum of Understanding (MOU) agreement between the Board of Regents of the University of Wisconsin Systems, on behalf of University of Wisconsin Extension, Cooperative Extension Division and Wood County. The agreement is ready for Wood County signature.

Motion by Bill Leichnam to approve and accept Memorandum of Understanding (MOU) agreement between the Board of Regents of the University of Wisconsin System, on behalf of University of Wisconsin Extension, Cooperative Extension Division and Wood County. Second by Robert Ashbeck. Motion carried unanimously.

- C. Horticulture Programming Update/Presentation Jeremy Erickson gave a brief presentation on the Wood County Master Gardener Association horticulture programs. Master Gardeners has transitioned from beautification projects to educational based programs. Jeremy Erickson shared some of the Master Gardeners activities are spring and fall garden seminars, farmer markets, garden and coffee talks at Wood County Libraries, Central Wisconsin State Fair booth, community gardens, Mead Wildlife Center, Facebook page and much more.

8. Economic Development.

- A. Activity update from Marshfield Economic Development Board (Josh Miller) Josh Miller reported on the City of Marshfield's Economic Development Board 2018 budget of project funding grants. The Marshfield Residential Incentive (MRI) Program will receive a \$31,250 grant and the Marshfield Economic Development Board will receive a \$30,500 grant from Wood Count. Josh Miller commented that the \$30,500 Marshfield Economic Development Board grant will be used for a housing study, attending Economic Development related conferences, marketing and support existing business programming.
- B. Discuss potential Economic Development impact of ATV routes and trails in Wood County, and consider next steps. Jason Grueneberg gave a brief overview of the economic development impact of ATV routes and trails in Wood County. A 2015 Jackson County ATV Trail User Survey Report was shared regarding the economic impact of ATV routes and trails in Jackson County anticipating a \$7 - \$9 million annual return on investment. Economic Development impact consists of 60% of ATV users to stay overnight spending \$355 - \$427. Adam Fischer asked why Wood County hasn't developed ATV/UTV routes and distributed a draft resolution encouraging Planning & Zoning Department, Highway Department and Park & Forestry Departments to improve the system in Wood County. Bill Winch commented that the Highway Committee voted 4-1 against allowing ATV routes and trails on county roads a couple of years ago. Adam Fischer asked what the economic impact would be in Wood County. Jason Grueneberg shared that ATV routes and trails would impact economic development but some towns do not want to allow it for liability issues. Adam DeKleyn commented that an inventory of current ATV/UTV routes in Wood County needs to be completed.

Motion by Adam Fischer to approve the resolution to encourage the Highway, Parks and Planning & Zoning departments to work together to improve the ATV/UTV trail/route system in Wood County. No Second. Discussion followed.

Adam Fischer expressed that the resolution would empower and commission the Planning & Zoning Department to work together to improve the ATV/UTV trail/route system in Wood County. Brad Kremer shared that the 2017 Wisconsin Act 87 allows a city, village or town to enact an ordinance authorizing the operation of ATV's and UTV's on a highway that has a speed of 35 miles per hours or less and is located within the territorial boundaries of that municipality.

Motion by Adam Fischer to amend his resolution for a special CEED meeting to discuss the resolution to encourage the Highway, Park & Forestry and Planning & Zoning departments to work together to improve the ATV/UTV trail/route system in Wood County. Second by Kenneth Curry. Motion carried 4-1. Bill Leichtnam would like to see more information come before the CEED Committee to discuss before making a decision.

9. County Surveyor.

- A. Review proposals and select contractor to complete 2018 Public Land Survey System (PLSS) maintenance of 259 corners. Jason Grueneberg gave an overview of the nine bids that were received. Quest Civil Engineers LLC had the lowest bid. Jason Grueneberg explained that the department has worked with them in the past and recommends selecting Quest Civil Engineers LLC as the contractor to complete the 2018 Public Land Survey System (PLSS) maintenance of 259 corners.

Motion by Kenneth Curry to accept the low bid from Quest Civil Engineers LLC for the 2018 Public Land Survey System maintenance of 259 corners. Second by Bill Leichtnam. Motion carried unanimously.

10. Private Sewage. Nothing to report.

11. Planning.

- A. Discuss staff recommendation pertaining to the regulation of non-ferrous metallic mining operations in Wood County. This item followed #5 on the CEED Committee agenda.

12. Schedule Next Meeting.

The next regular CEED meeting is scheduled for Wednesday, April 4, 2018 at 9:00 a.m. at the Wood County Courthouse in Room #115.

13. Agenda items for next meeting.

- A. Model ordinance for non-ferrous metallic mining operations in Wood County.
B. Community Resource & Development Agent job description.

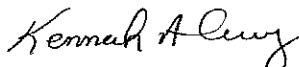
14. Schedule any additional meetings if necessary.

A special CEED Committee meeting is scheduled for Tuesday, March 20, 2018 at 9:00 a.m. at the Wood County Courthouse in Room #115.

15. Adjourn.

Motion by Adam Fischer to adjourn at 11:13 a.m. Second by Kenneth Curry. Motion carried unanimously.

Respectfully submitted,



Kenneth Curry, Secretary

Minutes by Kim Keech, Planning & Zoning Office

Review for submittal to County Board by Kenneth Curry (approved on March 12, 2018 @ 9:06 a.m)

MINUTES
CONSERVATION, EDUCATION & ECONOMIC DEVELOPMENT COMMITTEE
TUESDAY, MARCH 20, 2018
WOOD COUNTY COURTHOUSE, ROOM #115, WISCONSIN RAPIDS WI

Members Present: Hilde Henkel, Kenneth Curry, Robert Ashbeck, Bill Leichtnam and Adam Fischer.

Members Excused: Harvey Peterson.

Staff Present:

Planning & Zoning Staff: Jason Grueneberg, Jeff Brewbaker and Kim Keech.

Land & Water Conservation Staff: Shane Wucherpennig.

UW Extension Staff: None.

Co Surveyor: None.

Others Present: Dist. #6 Supervisor Al Breu, Dist. #8 Supervisor Brad Kremer, Dist. #9 Supervisor William Winch, Dist. #14 Supervisor Dennis Polach, Dist. #15 Supervisor Bill Clendenning, Dist. #16 Supervisor Lance Plimi, Peter Kastenholz (Wood County Corporation Counsel), Doug Passineau (Highway Department), Caitlin Carmody (Highway Department), Vic Bertotto (ATV Club), Chuck Hanson (ATV Club), Tom Nelson (Central Wisconsin ATV Club), Jeff Masephol (Central Wisconsin ATV Club/Wisconsin ATV Association Club), Penny Wiesner (Petenwell ATV Club), Dave Kester (ATV/UTV Club) and Kathy Uteg (ATV/UTV Club).

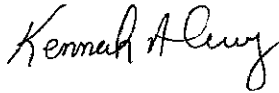
1. **Call to Order.** Chairperson Henkel called the CEED Meeting to order at 9:00 a.m.
2. **Public Comment.** Jeff Masephol (Central Wisconsin ATV/Wisconsin ATV Association Club) discussed how the ATV Club has worked with the Wood County Parks & Forestry and Highway departments for the past 5 years opening parts of county roads for ATV/UTV use. He feels that Wood County should develop safe routes opening stretches of county roads to ATV/UTV's but not all county roads. Jeff Masephol shared that ATV/UTV routes are important for economic development.
3. **Review Correspondence.** None.
4. **Consider/take action on resolution to encourage the Highway, Parks & Forestry, and Planning & Zoning departments to work together to improve the ATV/UTV trail/route system in Wood County.**
Chairman Henkel commented that the draft resolution was cleaned up. Jason Grueneberg shared that the 2015 Jackson County ATV/UTV Study showed that Jackson County brings in over \$7-9 million in economic development. In Wood County, the impact of economic development would not be that high but there would be some depending on the extent of the trail/route network. Jason Grueneberg added that the Wood County board would have to review what comes out of those meetings with Highway, Parks & Forestry and the Planning & Zoning departments. Chairman Henkel asked what the extent of current routes in Wood County is. Jason Grueneberg shared that the ATV/UTV Park has 10 miles and 10-12 townships have trails but an accurate inventory needs to take place to establish what actually exists. Bill Leichtnam is concerned about the safety of routes and trails but favors expanding safe trails. Robert Ashbeck commented that he doesn't want the power taken away from the towns. Brad Kremer expressed that the intent of the resolution is for Wood County to be an enabler and that townships would still have the control if they want ATV/UTV routes/trails in their town.

Motion by Adam Fischer to approve the resolution to encourage the Highway, Parks & Forestry, and Planning & Zoning departments to work together to improve the ATV/UTV trail/route system in Wood County. Second by Kenneth Curry. Motion carried 4-1. Bill Leichtnam has concerns about safety and liability reasons as well as the need to do an inventory of the ATV/UTV trail/route system in Wood County.

5. Adjourn.

Chairman Henkel declared the meeting adjourned at 9:17 a.m.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Kenneth Curry".

Kenneth Curry, Secretary

Minutes by Kim Keech, Planning & Zoning Office

Review for submittal to County Board by Kenneth Curry (approved on March 22, 2018 @ 3:31 p.m.)

4B

Committee Report

County of Wood

Report of claims for: Land & Water Conservation Dept

For the period of: March 2018

For the range of vouchers: 18180018 - 18180033

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
18180018	GOLDEN SANDS RC D	LWC - 2018 DUES	02/28/2018	\$800.00	P
18180019	ADAMS CO LAND & WATER CONSERVATION DEPT	LWC - LODGING - CONFERENCE	02/28/2018	\$44.50	P
18180020	WUCHERPFENNIG SHANE A	LWC - DATA PLAN, MEALS, MILEAG	01/29/2018	\$211.38	P
18180021	WI LAND + WATER CONSERVATION	LWC - ENVIROTHON TEAM REGISTRAT	02/28/2018	\$340.00	P
18180022	WOODTRUST BANK NA	LWC - SPEAKING/POSTER TROPHIES	02/02/2018	\$323.90	P
18180023	WOOD COUNTY REGISTER OF DEEDS	WLD - FENCE RECORDING FEE	02/28/2018	\$30.00	P
18180024	WI LAND + WATER CONSERVATION	LWC - CONFERENCE REGISTRATION	03/02/2018	\$585.00	P
18180025	WUCHERPFENNIG SHANE A	LWC - data plan, mileage, meal	03/02/2018	\$86.17	P
18180026	ARNOLD TRACY	NM - Meals & Mileage	03/13/2018	\$142.83	P
18180027	GROSHEK ADAM	LWC - DATA PLAN, MEAL, TRUCK M	03/05/2018	\$49.16	P
18180028	SALVINSKI EMILY	LWC - MEAL REIMBURSEMENT	03/16/2018	\$8.00	P
18180029	WI DEPT OF NATURAL RESOURCES	NMM - FEE PORTION DUE TO STATE	03/26/2018	\$4,200.00	
18180030	WI DEPT OF NATURAL RESOURCES	LWC - BIO-CONTROL BEETLES (PL)	03/23/2018	\$20.00	
18180031	BENSEND ANDY	LWC - STIPEND & MILEAGE HSHW	03/22/2018	\$241.70	
18180032	LEICHTNAM BILL	LWC - RC&D MEETING SUPPLIES	03/22/2018	\$21.87	
18180033	WOODTRUST BANK NA	LWC - LODGING, ENV ED SUPPLIES	03/27/2018	\$422.09	
Grand Total:				\$7,526.60	

Signatures

Committee Chair:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Report

County of Wood

Report of claims for: UWEX

For the period of: March

For the range of vouchers: 30180024 - 30180035

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
30180024	FRIDAY JODI	stamps-reimbursement	03/20/2018	\$50.00	P
30180025	EO JOHNSON COMPANY INC	COPIES	03/20/2018	\$544.00	P
30180026	EO JOHNSON CO INC	copier lease	03/20/2018	\$229.49	P
30180027	UW EXTENSION	family estate planning pub	03/20/2018	\$10.11	P
30180028	WOODTRUST BANK	Jeremy Conference, kitchen	03/20/2018	\$188.78	P
30180029	ERICKSON JEREMY	erickson march expenses	03/27/2018	\$186.39	
30180030	HUBER LAURA	HUBER MARCH EXPENSES	03/27/2018	\$206.49	
30180031	LIPPERT MATTHEW	LIPPERT MARCH EXPENSES	03/27/2018	\$155.87	
30180032	TOMSYCK KATIE	TOMSYCK MARCH EXPENSES	03/27/2018	\$35.97	
30180033	VIAU CHRISTOPHER	VIAU MARCH EXPENSES	03/27/2018	\$98.75	
30180034	EPSILON SIGMA PHI	VIAU MEMBERSHIP RENEWAL	03/27/2018	\$100.00	
30180035	WISCONSIN STATE FARMER	State Farmer Subscription	03/27/2018	\$45.30	
Grand Total:				\$1,851.15	

Signatures

Committee Chair:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Report

County of Wood

Report of claims for: Planning & Zoning Department

For the period of: March 2018

For the range of vouchers: 22180026 - 22180037 38180004 - 38180006

Voucher	Vendor Name	Nature of Claim	Doc Date	Amount	Paid
22180026	CARMODY DATA SYSTEMS INC	PS-Upgrades/Services (March)	03/01/2018	\$299.00	P
22180027	INDUSTRY SERVICES DIVISION	PS-State Sanitary Permts (Feb)	02/28/2018	\$200.00	P
22180028	WOODTRUST BANK NA	Credit Card Charges	02/20/2018	\$2,967.00	P
22180029	WOOD COUNTY CLERK OF COURTS	PS-Small Claims Filing (20)	03/01/2018	\$1,990.00	P
22180030	PIPE'N STICKS	SU-6' Vinyl "T" (600)	03/03/2018	\$2,760.00	P
22180031	BOYER KEVIN	SU-Services Per Contract (Mar)	03/13/2018	\$833.00	P
22180032	CONNER JUSTIN	LR-Expenses (March)	03/12/2018	\$423.05	P
22180033	GRUENEBERG JASON	PL-Expenses (March)	03/12/2018	\$83.96	P
22180034	WOOD COUNTY CLERK OF COURTS	PS-Small Claims Filing (16)	03/20/2018	\$1,592.00	P
22180035	JET ENTERPRISES	SU-Vinyl Survey Marker Signs	03/09/2018	\$289.00	P
22180036	ADAMS COUNTY SHERIFF WISCONSIN	PS-Service Fee (1)	03/21/2018	\$68.55	P
22180037	DEKLEYN ADAM	PL-Expenses (March)	03/27/2018	\$101.92	P
38180004	CITY OF MARSHFIELD	ED-Annual Aid (2018)	03/12/2018	\$30,500.00	P
38180005	CITY OF MARSHFIELD	ED-MRI Program Aid (2018)	03/12/2018	\$31,250.00	P
38180006	GRUENEBERG JASON	ED-Expenses (March)	03/12/2018	\$140.29	P
Grand Total:				\$73,497.77	

Signatures

Committee Chair:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:

Committee Member:



Activities Report for Shane Wucherpennig March 2018

- **March 1** – Hosted Nutrient Management Farmer Education training/Certification on Snap Plus in WC training room.
- **March 2**– Attended PACRS Mgt. at Mauston WI.
- **March 5**– Worked on Health Soil Health Water (HSHW) Mail lists and email lists for registration.
- **March 6** – Attended Executive Committee Meeting.
- **March 7** – Attended CEED meeting
- **March 8** – Hosted Nutrient Management Farmer Education training/Certification on Snap Plus in WC training room.
- **March 9** - Hosted a 9-key plan & monitoring strategy.
- **March 12**– Staff Meeting.
- **March 13** – Health Soil Health Water (HSHW) committee Phone Conference.
- **March 14-16** – Attended WI Land & Water Conference in Lake Geneva.
- **March 19**– Worked on Health Soil Health Water (HSHW) Mail lists and email lists for registration.
- **March 20** – Attended Special CEED meeting.
- **March 21**– Worked on Mill Creek Watershed 9 Key Element Plan.
- **March 21**– Worked on Health Soil Health Water (HSHW) Mail lists and email lists for registration.
- **March 21**– Hosted Health Soil Health Water (HSHW) Workshop in Marshfield @ UW Wisconsin Marshfield Campus.

4C

Activities Report for Tracy Arnold 03-2018

Wildlife Damage Abatement and Claims Program

- Maintaining DNR database with current Wood County information
- Re-enrolling Wood County landowners for the 2018 crop year
- Coordinating paperwork for the WDACP 2018 season
- Designed 3 WDACP permanent fences for 2018. Working with landowners for final approval and will submit them to DNR for funding approval
- Start the designs for 4 additional permanent fences to submit to DNR for approval
- Working through issues with P&Z, HWY, DOT involving 1 permanent fence site design
- Submitted the final 2017 reimbursement to DNR
- Working with DNR to receive the 2017 reimbursements

Non-metallic mining reclamation program

- Updating NMM databases
- Following up on the status of financial assurance on those expiring soon
- Completed paper review of Badger Sandstone per Joan Arnold's request
- Met with Peter K several times regarding the Joan Arnold hearing
- Met with Peter K to discuss next steps with the seized financial assurance from CIM several times
- Updated CEED on Joan Arnold case with Peter K
- Complied the 2017 DNR portion of the NMM fees with Lori
- Submitted the 2017 NMM annual report
- Working with Adam D, Shane W and Jason G to create a metallic mining ordinance
- Reaching out to other counties regarding their metallic mining ordinances

Land and Water Conservation

- Entering stream flow data into the SWIMS database for 11 sites (authorized by state to enter data)
- Chair of the Youth Education Committee for the WI Land+Water
- Facilitated the WI Land+Water State Poster and Speaking Contest
- Co-Coordinating the WI Envirothon, and assisting Wood County teams prepare
- Secretary of the North Central Land and Water Conservation Area Association
- Attended the WI Land+Water Annual Conference
- Emceed the WI Land+Water Annual Awards banquet with Pat Kilbey-Marquette Co
- Attended the Healthy Soils, Healthy Water
- Coordinated pick up dates with nurseries and Marquette Co for tree sale
- Worked with EG and HWY for use of trailers, crews and equipment for tree sale
- Completed IT security training
- Requested new tree sale program from IT, current one is from 1995

4C

Activities Report for Adam Groshek – March 2018

Land and Water Resource Management Program/Animal Waste Storage Ordinance/CREP Activities:

- ~Working on manure storage abandonment plan, bidding documents, cost share estimate for pre-ordinance pit on land that Daryl Sternweis bought.
- ~Discussions with Todd Bores on his future barn rebuild and manure storage facility being delayed until the fall and need for a nutrient management plan, permits, and inspection by County staff during construction.
- ~Investigation of the spreading of bed-pack manure from the CAFO-sized Schiferl facility near Hewitt. Technically the practice was allowable because the facility hasn't officially completed the CAFO application process but it is definitely not a good practice during the months of February or March.
- ~Planning for a nutrient management plan and potential future manure storage pit for farm near Nasonville.
- ~Planning for a streambank improvement project.
- ~Worked on annual work plan and the 2017 LWCD accomplishment report.
- ~Truck maintenance items.
- ~Finishing up floor plan drawings for the Wood Co. Parks Dept.
- ~Investigation of an old manure pit to decide if abandonment is appropriate.
- ~Plan calcs, preliminary design, and cost estimates for Mike Duckett's manure storage pad and manure liquids and milking wastewater transfer systems that likely won't be constructed until 2019.
- ~Attendance of a soil health webinar over lunch going over nationwide ideas, failures, and successes.
- ~Accola manure abandonment check and discussion of holding off on spreading manure solids until the ground thaws to prevent manure runoff.
- ~Discussion and attendance of a DNR enforcement conference for a manure runoff event to a neighbor's pond from a Norm-E-Lane field after a rain event in 2017. Plans made to prevent it from happening again and no fines issued.
- ~One day attendance of the annual WI Land + Water Conference in Lake Geneva. Conference sessions included very helpful content of MDV, phosphorus trading, prairie buffers, water monitoring, and other conservation topics.
- ~Wisconsin River TMDL meeting attendance in Stevens Point discussing the draft TMDL allocations out for public comment for all stormwater and wastewater point phosphorus loads and assumed natural, agricultural, and urban non-point loads. Discussion with Plover and Stevens Point WWTPs on future potential phosphorus trading (\$ available) by getting involved with Wood County farm conservation projects.
- ~Review of the waterway/wetland general permit draft to streamline the permit process with the DNR when constructing conservation-friendly practices.
- ~Attendance of the 3rd annual Healthy Soil/Healthy Water workshop at UW-Marshfield campus.
- ~GIS open data training with Justin from the P&Z department.
- ~Investigation and ongoing technical assistance of an overflowing manure storage pit on the Schill farm near Auburndale. As of now, the overflow isn't directly connected to waters of the state.
- ~2 more KnowBe4 required IT phishing emails trainings.
- ~Attendance of the Engineering Technician training in Waupaca on 3-28-18.

Activities Report for Emily Salvinski March 2018

- **Friday, March 2.** Helped landowner with snapplus. Added 2018 NMP fields to database. 1 NMP review.
- **Monday, March 5.** File maintenance in NMFE files. Looked at previous plans ahead of landowner meeting the next day.
- **Tuesday, March 6.** Landowner meeting to complete NMFE requirement of writing their own plan. Processed checklist.
- **Wednesday, March 7.** Contributed to DATCP report. Processed checklist. Created new shapefile for monitoring locations and practiced using coordinates to make point in GIS. Sent educational materials to landowner.
- **Thursday, March 8.** Prepped for NMFE class. Held day 2 of NMFE class.
- **Friday, March 9.** Processed checklists. Farm visit to complete checklist.
- **Monday, March 12.** Staff meeting. Processed checklists, reviewed 1 NMP. Added monitoring site locations from DNR to our 9-key database in a new shapefile.
- **Tuesday, March 13.** Added NMFE acres to GIS database
- **Wednesday, March 14.** Database work.
- **Thursday, March 15.** WI Land+Water Conference
- **Friday, March 16.** WI Land +Water Conference
- **Monday, March 19.** Processed checklists and added updated fields to geodatabase.
- **Tuesday, March 20.** Processed checklists and reviewed 4 plans
- **Wednesday, March 21.** Reviewed 4 plans.
- **Thursday, March 22.** Healthy Soils Healthy Water Workshop
- **Friday, March 23.** Added reviews to spreadsheet. Reviewed 1 NMP. Experimented with transect data.
- **Monday, March 26.** Reviewed 2 NMPs. Started prairie seeds. Transect field mapping.
- **Tuesday, March 27.** Transect field mapping.

Activities Report for Lori Ruess – March 2018

- Answered telephone and front desk questions.
- Mail pickup/delivery - Courthouse.
- Deposit of incoming checks on Wednesdays & Fridays.
- Reviewed general ledger and payroll registers and completed journal entries to correct payrolls.
- Completed February sales tax report and submitted report to Finance.
- Attended March 12th staff meeting and typed minutes.
- Assisted in preparation/registration of the HSHW workshop.
- Mailed over 200 invites to producers for the HSHW workshop.
- Preparing orders for tree and shrub distributions.
- Compiled mail list and prepared over 200 envelopes for mailing of tree and shrub distribution dates.
- Compiled information for the 2017 Land and Water Conservation Annual Reporting questionnaire for DATCP.
- Completed the Wood County LWCD 2017 Annual Report.
- Compiled information for the 2018 Annual Work Plan for DATCP.
- Completed the 2019 Joint DATCP/DNR Grant application.
- Attended the HSHW workshop – worked at registration table.
- Organized County Board and CEED packet information and took to County Clerk's office.
- Assisted in pollinator project seeding.
- Attended wellness lunch and learn.
- Compiled the 2017 DNR portion of the NMM fees with Tracy.
- Completed IT security training
- Updated CEED agenda for April meeting.

CEED Committee Report *for the month of March 2018*

MATT LIPPERT

Wood County UW-Extension, Agriculture Agent

- I met with the Executive committee for the Farm Technology Days Event.
- I assisted with the Wood County Holstein Breeders project calf sale held March 3 at the fairgrounds.
- I provided PAT certification for 45 cranberry workers at Ponderosa Pines South of Wisconsin Rapids.
- I participated in a cranberry production tour facilitated by Winfield Agriculture Solutions.
- I presented on strategies to survive low milk prices for dairy farmers at a meeting in Abbotsford to a group of 60 people.
- I participated in the Mid State Technical College Dairy Facility Tour
- I participated in a local tour of high producing Holstein herds.
- I certified in several on line courses for internet and data safety.
- This was a short work month for me as I was off on personal vacation during the middle of the month.

JODI FRIDAY

Wood County UW-Extension, FoodWise Nutrition Educator

- Began a series of five lessons with Kindergarten students. Taught in 3 classrooms (3/21 and 3/22). Lessons will continue throughout April and May in 3 different schools in 8 classrooms.
- Participated in the monthly Wood/Portage FoodWise meeting (3/7)
- Finished the Eating Smart, Being Active series with Nekoosa's Bizzy Bee's Day Care (3/7 and 3/14).
- Attended Mead Elementary's Healthy Family Committee meeting (3/9)
- Attended the Aging & Disability Resource Center Nutrition Advisory Council meeting (3/14). I'm working with Nutrition Program Manager Ronda James to schedule lessons with seniors in June.
- Taught "Healthy Cents at the Pantry" at the South Wood County Emerging Pantry. The topic was 'Unit Pricing.' My max capacity of fifteen learners registered for the class. (3/20).
- Attended the Wisconsin Rapids Public Schools Student Wellness Committee meeting (3/21).
- Attended the Community Food Center planning meeting (3/22).
- Attended the South Wood County Hunger Coalition meeting (3/29).
- Participated in weekly Wood County Staff meetings (3/5, 12, 19)
- Took vacation the week of March 26th

CHRIS VIAU

Wood County UW-Extension, 4-H Youth Development Educator

The following is a summary of Youth Development activities:

4-H Club and Program Management:

- 4-H Leaders Association Executive Committee & Full Association Meetings
- Leadership Washington Focus Trip Planning and Logistics
 - Adult Advisor Selection
 - Orientation Prep
 - Final Contract Review
 - 2018 program start-up. Answer questions, Reservations
 - Participant orientation resources- update and prepare for mailing
- 4-H Club and Volunteer Management concerns

Central WI State Fair

- Junior Fair Board Meeting
- Support Fairbook Updates
- FairEntry software updates and prep for 2018

Other

- MSTC Ag Day Program and Networking

Administrative

- State and Regional Phone Conferences and Meetings
- UW-Extension All-Colleague Meeting
- 4-H Program Coordinator Hiring process
- 4-H Youth Development Liaison Responsibilities- 25% FTE

Laura Huber

Wood County UW-Extension, 4-H Program Assistant

- Attended "Volunteers 3 R's" webinar on 1 March (relating to volunteer program management)
- Appeared on WDLB and WFHR (6 & 8 March, respectively) to promote Wood County 4-H events
- On 6 March I met with the Wood County 4-H Awards Committee in Marshfield.
- Listened to WI 4-H Wisline on 8 March
- Attended a volunteer recognition seminar on 8 March.
- Participated in 4-H Leaders Association Executive Committee meeting 20 March
- Attended a portion of the Farm Tech Days Youth Tent Planning meeting on 21 March
- Attended Junior Fair Board meeting on 21 March
- Attended UW Extension and Colleges' Multicultural Awareness Program in Wausau 22-23 March.
- Met with Wood County PALS (Promotion and Leadership Skills -- our teen leadership group) on 26 March
- Attended Wood County Leaders Association meeting on 26 March
- Led Volunteers in Preparation training on 27 March at the Courthouse
- Met online with prospective Wood County camp counselors on 28 March

Ongoing responsibilities:

- Updated and maintained the Wood County 4-H, WI Facebook page which currently has 697 followers.
 - Assisted with maintenance of the Central WI 4-H Shooting Sports Facebook page which has 265 followers
- Responded to communications to the office including general questions, 4-H enrollment, planning meetings, etc. (Welcomed 20 new youth members between February 28 and March 26.)
- Ongoing coordination of Creative Arts Day (14 Apr)
- Ongoing assistance for new leaders and the volunteer background checks

Jackie Carattini

Wood County UW-Extension, Family Living Educator

- Attended multiple meetings and work associated with WEAFCFS (Wisconsin Association of Family and Consumer Sciences- Currently State President) -Met with multiple partners about community needs regarding financial education and scheduled programming for 2018.
- Taught a monthly parenting and financial education program at the Ho-Chunk HeadStart.
- Attended the monthly "Raising a Thinking Child" team meeting via wisline.
- Led the monthly JCEP (Joint Council Extension Professionals) board meeting. (current chair) - Prepared and attended my annual review with AED.
- Attended two Community Food Center planning meetings on March 6th and 22nd -Prepared and attended FTAC (Faculty Tenure Advisory Council) on March 9 to review one faculty tenure document.
- On March 13th met with the Wood County Wellness Coordinator to discuss a financial wellness survey in 2018.
- Attended the Wood County HCE Board Meeting on March 20th.
- Worked with state colleagues on adapting the state MOU between HCE and UWEX on March 20th.
- Was on a radio program on WDLB and WFHR speaking on National Nutrition Month and ways to "Go Further with Food".
- Attended monthly community coalition meetings: Homelessness Coalition, Financial Stability Coalition and Stuff the Bus.

Jeremy Erickson

Wood County UW-Extension, Horticulture Educator

- Appear on WFHR and WDLB Radio Programs
- Attend Master Gardener membership meeting
- Attend Marshfield Community Garden Committee meeting
- Host and Facilitate "Garden and Coffee Talks" educational program at Nekoosa Public Library
- Present to the CEED Committee
- Attend Wood County Farmers Market meeting
- Guest lecturer for Juneau County Master Gardener Training
- Attend and represent Extension and Master Gardeners at the Marshfield Local Food Expo
- Participate in the Master Gardener Coordinator online discussion
- Attend the Wisconsin Rapids Community Garden meeting

- Attend the South Wood County Hunger Coalition meeting
- Work on reporting requirements
- Respond to horticultural inquiries from the community
- Planning for upcoming events, workshops, and meetings

TO: Conservation, Education & Economic Development Committee

FR: Jason Grueneberg, Planning & Zoning Director
Adam DeKleyn, County Planner
Justin Conner, GIS Specialist
Jeff Brewbaker, Code Administrator
Stevana Skinner, Code Technician
Kim Keech, Admin Services 5
Victoria Wilson, Admin Services 4

RE: Staff Report for April 4, 2018

1. Economic Development (Jason Grueneberg)

- a. 12th Street Property – I have begun the process of listing the 12th Street building that was formerly occupied by Human Services for sale. The property is posted on the *Locate in Wisconsin* web site, and large for sale signs will be placed on the property. The appraised value of the property is \$715,000.
- b. 17th Avenue Property – The 17th Avenue property sale and right-of-first refusal have been approved by the Board on March 20, 2018. I am working with the developer and city of Wisconsin Rapids on the rezoning of the property to residential, and also working with Corporation Counsel and the Clerk's Office on closing the sale of the property.
- c. Central Wisconsin Economic Development (CWED) Fund – On March 21st, I participated in the CWED Board of Directors meeting. Agenda items included consideration of 2 loan requests, one loan modification request, discussion on creating a loan review board, and adoption of a whistle-blower policy.
- d. Property Assessed Clean Energy (PACE) Board Meeting – On March 22nd, I attended the PACE Board of Directors meeting. At the meeting a special charge for a mixed-use project in Dane County was approved, and a program update was provided. Currently in Wisconsin there are 5 PACE loans and more lenders are becoming eligible to provide project funding.

3. Planning (Adam DeKleyn)

- a. City of Nekoosa Comprehensive Outdoor Recreation Plan (CORP) – Plan was recommended for adoption by the Property, Recreation and Human Affairs Committee. Subsequently, the Common Council adopted the plan by resolution on March 13th. Plan will be submitted to DNR for acceptance.

- b. Plat Review Officer – (4) CSM's were submitted for review/approval. (2) CSM's were approved/recorded. (3) CSM's are pending approval.
- c. Water Quality Management (WQM) Review – 208 Review Compliance Letter issued for:
 - i. Sanitary sewer/water main extensions for Hume Avenue Project, City of Marshfield.
 - ii. Sanitary sewer/water laterals for Complete Filtration Project, City of Marshfield.
- d. Town of Lincoln Comprehensive Plan Update – Introductory Plan Commission meeting was held. Plan Commission forwarded a resolution to the Town Board initiating the comprehensive plan update. Public participation avenues and comprehensive planning law requirements were discussed.
- e. Wood County Parks, Recreation, and Open Space Plan – A community survey summary document is being developed for incorporation into the plan.
- f. Town of Saratoga Strategic Planning – Met with representatives from the Town of Saratoga to discuss potentially assisting the town with a community survey.
- g. Heart of Wisconsin (HOW) Community Leadership Program – Attended the HOW community leadership session at the Chamber of Commerce. Purpose of the session was to better understand the nature of public and private economic development impacts to the community. Attended HOW Legislative Breakfast.
- h. Wood CDAC Committee – Representing P&Z Department as the tourism/economic development appointee on the Council. Preliminary quotas and recommendations were developed.
- i. Nonferrous Metallic Mining – Work group met several times to discuss the development of an ordinance regulating metallic mines in the unincorporated areas of Wood County.
- j. Training – Attended Weiser Concrete Training Seminar to obtain POWTS inspector/maintainer and CST required continuing education credits for DSPS. Attended the WI County Code Administrators Conference. Completed required annual county safety training.

4. Land Records (Justin Conner)

- a. Healthy Wis. Leadership Workshop – Attended 2nd of 3 Healthy Wis. Leadership Institute workshops learning and building on leadership skills.

- b. Wis. Land Information Association Annual Conference – Attended the WLIA Annual Conference in Elkhart Lake. Topics included Census programs, mobile data collection, parcel data management and LiDAR.
- c. Highway Dept. Sign Inventory – Migrated data from legacy database into the new mapping system. Created a new GIS based inventory that will be accessible on any device anywhere they need it.
- d. Parcel Mapping – Parcel editing as new deeds and CSMs arrive.
- e. Surveyor Records – Last of the surveyor records have been scanned. Scanned documents are available here:
<http://woodcogis.com/index.html/Surveyor/>
- f. WLIP – 2018 State data submissions are complete.
- g. Census LUCA – Began reviewing Census address list.
- h. Multiple Map Requests – Address and Air photo maps for the Town of Lincoln and Village of Hewitt. Series of maps for a farmer to help locate leased fields.

5. Code Administrator's (Jeff Brewbaker and Stevana Skinner)

- a. Private Sewage Program, Permitting, Maintenance and Violations
 - i. (2) on-site investigations/inspections/compliances
 - ii. (0) septic system verification letters & failing system investigations
 - iii. (0) failing septic system orders, (7) holding tank maintenance violations & settlements
 - iv. (6) soil tests reviewed, (0) soil on-sites, (4) hydrograph reports reviewed, (0) interpretive soils report reviewed
 - v. (1) holding tank plan reviews, (5) conventional plan reviews, (0) mound plan review
 - vi. (4) sanitary permits reviewed
 - vii. (2) court cases for malfunctioning septic system and overfull holding tanks (9) referrals invoices & maintenance
 - viii. (0) sanitary system easements (2) Undersized System Affidavit
 - ix. (0) camper complaints
 - x. (4) court cases for failure to comply with septic tank maintenance program 2/27/18
 - xi. (9) meetings with holding tank offenders in office (0) meetings at property owners residence regarding holding tank violations
 - xii. Completed Office POWTS Audit with Stevana and Matt Janzen State Waste Water Specialist on March 6, 2018.
 - xiii. Answered phone calls, emails and met in office regarding permitting and inspection questions.
- b. Floodplain Ordinance Investigations and Permitting

- i. (4) site inspections, meetings or enforcement
- ii. (1) permit issued, screening sites or Letter of Map Amendment (LOMA)
- iii. (1) DNR Approved flood studies reviewed
- iv. (0) Cranberry farm certification
- v. (4) Meetings in office regarding citizens building near floodplain
- vi. Answered questions from citizens regarding building in floodplain and shoreland areas.

c. Shoreland Ordinance Investigations and Permitting

- i. (2) general shoreland permits reviewed & issued
- ii. (1) mitigation plans reviewed, (0) exempt structure affidavit
- iii. (4) onsite pre-construction inspections, meetings & enforcement, compliances
- iv. (0) navigability determinations
- v. (2) wetland evaluation/site visit
- vi. JB & SS attended the WCCA Spring Conference on 3/22 & 3/23 at Stoney Creek INN, Rothschild, WI
- vii. Answered phone calls and met with various people at the counter regarding shoreland zoning requirements.

6. Office Activity (Kim Keech and Victoria Wilson)

- a. Monthly Sanitary Permit Activity – There were 2 sanitary permits issued in February 2018 (2 New, 0 Replacements, 0 Reconnect and 0 Non-Plumbing) with revenues totaling \$1,600. There were 4 sanitary permits issued in February 2017 (3 New, 1 Replacements, 0 Reconnects and 0 Non-Plumbing) with revenues totaling \$1,025.

There were 6 sanitary permits issued through February 2018. For comparison purposes, the following are through the same period for the previous five years: 2017 – 7, 2016 – 10, 2015 – 9, 2014 – 9 and 2013 – 10.

- b. 2018 Tax Refund Intercept Program (TRIP) – As of March 27th, Wood County has received \$295.00 on one outstanding case.
- c. 2017 Program Fee Notices – Small Claims have all been initiated for failure to provide servicing. Court cases have either been scheduled for Small Claims or waiting to be scheduled by Wood Co Corp Counsel.
- d. 2018 Maintenance Notices – Septic Maintenance Notices, ATU (Aerobic) Maintenance Notices, White Knight (Aerobic) Maintenance Notices, and Farmer Exempt Holding Tank Maintenance Notices are scheduled to be mailed approximately Monday, April 23rd with a due date of Friday, August

10th. There are approximately 3,083 scheduled to be mailed between the four notices.

e. Enforcement Activities Update (Small Claims).

i. Small Claims Court Cases Scheduled

<u>Court Date</u>	<u># Cases & Court Case Type</u>
4/10/2018	(5) Failure to provide servicing (2017)
4/10/2018	(2) Failure to provide servicing & failure to pay \$20 program fee (2017)
4/10/2018	(3) Failure to pay \$20 program fee (2017)
4/24/2018	(7) Failure to pay \$20 program fee (2017)
4/24/2018	(3) Failure to maintain & inspect the holding tank system
4/24/2018	(1) Failure to obey the POWTS Administrator's orders

ii. Small Claims Court Cases Not Scheduled forwarded to Wood Co Corp Counsel (small claims check requested)

<u>Date Forwarded</u>	<u># Cases & Court Case Type</u>
2/23/2018	(2) Failure to pay \$20 program fee (2017)
2/28/2018	(10) Failure to pay \$20 program fee (2017)
3/07/2018	(3) Failure to pay \$20 program fee (2017)

iii. Small Claims Court Cases Not Scheduled forwarded to Wood Co Corp Counsel

<u>Date Forwarded</u>	<u># Cases & Court Case Type</u>
3/21/2018	(4) Failure to pay \$20 program fee (2017)

f. Wisconsin Fund Grant Program – The Joint Finance Committee on Thursday, May 11th on a 12-4 vote adopted ongoing funding for the Wisconsin Fund Grant Program through June 30, 2021.

i. (7) Wisconsin Fund Applications FY2019 – Wisconsin Fund Grant Applications were emailed to the State of Wisconsin on January 30th meeting the deadline date of January 31st. Disbursement of Wisconsin Fund Grant is expected late fall 2018.



LAND AND WATER CONSERVATION DEPARTMENT PLANNING AND ZONING DEPARTMENT

Wood County Nonferrous Metallic Exploration, Prospecting and Mining Guidance Document for development of Ordinance

County staff is requesting guidance from the CEED on the following, with regards to developing of the Wood County Nonferrous Metallic Exploration, Prospecting and Mining Ordinance

- **What's the goal of this ordinance?**
This ordinance will not prohibit a nonferrous metallic mine from coming into the county. It will only outline the process the path the state has in place currently
- County staff have/continue to reviewed Marathon Co, Taylor Co, Oneida Co, Trempealeau Co metallic ordinances
- **Which type of ordinance better fits Wood County, a licensing ordinance or a zoning ordinance?**
 - Peter K recommends zoning because it has more authority
 - We are developing a licensing ordinance and we are calling it a zoning ordinance, not sure how that works?
- **Nonmetallic Code states NR 135.32 (1) Counties required to administer nonmetallic mining reclamation programs. Each county shall enact and administer a nonmetallic reclamation ordinance that complies with this chapter, except as provided in subs. (2), (3) and (4). Counties shall administer them in conformance with this chapter. Within 6 months of the effective date of revisions to this chapter, counties shall amend their ordinances to ensure compliance with this chapter.**
 - Metallic code NR 132 does not have the same requirements that we have found thus far
- WI 293.41 Local agreements
- Define unincorporated area of Wood County as applicability
 - Do townships have to adopt this overlay? (shoreland doesn't require townships to adopt)
- Local impact committee NR 293.33
 - CEED or form new committee?
 - P&Z/LWCD reviews permit and plan makes recommendation to CEED?
 - CEED makes motion to approve/denies application
 - Does CEED have that authority?
- **No authority to issue CUP or do we? (Licensing permit, zoning permit or CUP)**
 - What permit are we requiring?
- Permit cost

- Range from \$50,000 to \$100,000 (some counties charge administrative fee on top of the permit fees)
- We don't have staff in house with the knowledge to review these plans (County would hire outside consulting)
- Wood County Ordinance will follow the WI Stats 293 Nonferrous Metallic Mining
- Do you want to regulate location of mine sites?
 - Can we? (We can only administer setbacks of NR 132 Nonferrous Metallic Mineral Mining)
 - 132.18 Location criteria and environmental standards
 - Majority of our requirements will be coming from NR 132 Nonferrous Metallic Mineral Mining
 - Set back requirements
 - From Marathon Co Draft Ordinance
 - *Mining activities are prohibited within any areas described in Administrative Code, NR 132.18, unless an exemption is granted by WI DNR under NR 132.19. The areas include both the above-ground portion and the underground portion extending vertically from the site boundaries within the specified setback areas as follows:*
 - *Any area designated as unsuitable as described in NR 132.03(25)(a)(b);*
 - *Within 1,000 feet any navigable lake, pond, or flowage;*
 - *Within 300 feet of any navigable river or stream;*
 - *Within a floodplain;*
 - *Within 1,000 feet of the nearest edge of the right-of-way of any of the following: any state trunk highway, interstate or federal primary highway; the boundary of a state public park; the boundary of a scenic easement purchased by the WI DNR or the Department of Transportation; the boundary of a designated scenic or wild river; a scenic overlook designated by the department by rule; or a bike or hiking trail designated by the United States Congress or the Wisconsin Legislature; unless, regardless of season, the site is visually inconspicuous due to screening or being visually absorbed due to natural objects, compatible natural plantings, earth berm or other appropriate means, or unless, regardless of season, the site is screened so as to be aesthetically pleasing and inconspicuous as is feasible;*
 - *Within wetlands, except pursuant to criteria established in NR 132.06(4).*
 - *Mining activities are prohibited within any of the following described areas unless it is determined by BOA that the activity will not have an adverse impact upon the described area. The areas include both the above-ground portion and the underground portion extending vertically from the site boundaries within the specified setback areas as follows:*
 - *Within 300 feet [TO BE DETERMINED BY LAND CONSERVATION AND ZONING COMMITTEE] of any Marathon County owned land, excluding road right of ways;*
 - *Within 300 feet [TO BE DETERMINED BY LAND CONSERVATION AND ZONING COMMITTEE] of any land owned by a city, village, town or any other political subdivisions of the State of Wisconsin, excluding road right of ways;*

- *Within 300 feet [TO BE DETERMINED BY LAND CONSERVATION AND ZONING COMMITTEE] of any residential structure;*
 - *Within 150 feet [TO BE DETERMINED BY LAND CONSERVATION AND ZONING COMMITTEE] of any non- residential structures;*
 - *Within 1200 feet [TO BE DETERMINED BY LAND CONSERVATION AND ZONING COMMITTEE] of any water well used for potable water beyond the boundary of the mining site.*
 - *Buffer Zones.*
 - *A 500 foot [TO BE DETERMINED BY LAND CONSERVATION AND ZONING COMMITTEE] buffer zone shall be established and maintained within the boundaries of the mining site, except if the applicant owns additional land adjacent to the mining site that meets this requirement. The buffer zone is an area to be left in its natural state except for the planting of native trees or shrubs to provide an aesthetic visual barrier to the active mine site. The buffer zone is to remain during active mining and for a period of 40 years following issuance of certificate of completion by WI DNR of mining unless an alternate use is approved by the county as part of the reclamation plan.*
- Wood County needs to develop general requirements based off of NR 132 and State Stats 293 like Marathon Co did
 - These include: Buffer zones, Environmental Impact Report & Statement, Mine Reclamation Standards, Location and Operation, Financial Assurance, Control of “Environmental Pollution, Groundwater Protection, Surface Water Protection, Wastewater Discharges, Water Supplies, Hydrologic Studies, Well Monitoring, Air Quality Standards, Hazardous Waste Standards, Solid Waste Standards, Traffic Safety, Road Maintenance and Infrastructure, Mine Safety and Security, Prevention of Adverse Impacts, Limitations on Blasting.
 - Wood County Ordinance will address Exploration, Prospecting and Mining but how?
 - Different permits?
 - Different requirements?
 - Different fees?
 - Different committee?
 - Stronger exploration and prospecting requirements to make sure they don’t just leave

Wood County Nonferrous Metallic Exploration, Prospecting and Mining Ordinance

OUTLINE

- Basic ordinance language (NR 132 Nonferrous Metallic Mineral Mining)
 - Purpose
 - Applicability
 - Definitions
 - Notification of intent to collect data
 - Application to mine
 - Mining plan
 - Irrevocable trust agreement
 - Issuance
 - Denial
 - Monitoring
 - Permit review and modification
 - Certificates of completion and bond release
 - Inspections
 - Confidentiality
 - Enforcement
 - Minimum design and operation requirements
 - Location criteria and environmental standards
 - Exemptions
- General requirements
 - Wood County Ordinance will be based off of State stats 293 Nonferrous Metallic Mining and NR 132 Nonferrous Metallic Mineral Mining
 - Should Wood County Ordinance will be equally restrictive or less restrictive than State stats 293 Nonferrous Metallic Mining and NR 132 Nonferrous Metallic Mineral Mining?
- Applications requirements
 - Should Wood County require a Zoning permit or CUP?
 - What authority do we have with each?
- Financial requirements
 - General Liability Insurance
 - Groundwater Trust Fund
 - Property Value Compensation Fund
 - Road Damage Compensation Trust Fund
 - *Reclamation (included in NR 239.51)
 - Actual Cost (Marathon Co)
 - a. The applicant for a proposed mining project shall be responsible for all costs reasonably incurred by the County as necessary to evaluate the operator's application for a Conditional Use Permit and for any permits required from the State of Wisconsin and the Federal Government, and to participate in any

administrative or legislative meetings, public hearings and adjudicatory or contested hearings related to such mining project, including the hearings required under this section.

- b. The applicant shall also be responsible for those costs incurred before or after the application for the Conditional Use Permit is filed with the County and for monitoring any such mining project which becomes operational, continuing for the life of the operation and during the 40 years following closure.
 - c. Costs under this subsection shall include staff time, equipment and material costs, licensed professionals and legal counsel. Such costs shall not exceed those which are reasonably charged for the same or similar services by licensed professionals of the type retained. The County shall also avoid duplication of services where reasonably possible, taking into consideration the normal duties and responsibilities of the staff.
 - d. Prior to processing an application for a permit under this section, if the committee determines that the cost involved in permit review and approval will exceed \$50,000, the committee shall supply an estimate of the cost involved in the permit review and approval process. The Committee shall require additional fees beyond the application fee if necessary and an agreement from the applicant that it will pay all processing costs billed to it.
 - e. Costs under this section may be billed to the applicant for reimbursement to the County on a quarterly basis and shall be paid within 30 days of such billing. Should the applicant fail or refuse to pay costs within thirty (30) days upon request or demand from the County, the County may stop the processing of the permit application.
 - f. If an applicant withdraws its application at any time after its submittal, all fees and charges assessed for work to that point in time by the County shall be paid by the applicant. Any balance would be refunded to applicant.
- Inspection and Reports (Marathon Co)
 - Upon application for a Conditional Use Permit, the applicant is deemed as a condition of application to have consented to allow inspections of the mining site and all mining operations by the county for the purpose of determining compliance with the provisions of this section and the terms conditions of the Conditional Use Permit. Inspections may occur pursuant to this section upon showing of proper identification, with or without advance notice to the applicant. Violation/Enforcement
- Penalties
 - State stats 293.87
 - 293.87 Enforcement; penalties.
 - (1) All orders issued, fines incurred, bond liabilities incurred or other violations committed under this chapter shall be enforced by the department of justice. The circuit court of Dane County or any other county where the violation occurred shall have jurisdiction to enforce this chapter or any orders issued or rules adopted thereunder, by injunctonal or other appropriate relief.

- (2) Any person who makes or causes to be made in an application or report required by this chapter a statement known to the person to be false or misleading in any material respect or who refuses to file an annual report under s. 293.53 (2) (a) or who refuses to submit information required by the prospecting or mining permit may be fined not less than \$1,000 nor more than \$5,000. If the false or misleading statement is material to the issuance of the permit, the permit may be revoked. If any violation under this subsection is repeated the permit may be revoked.
- (3) Any person holding a prospecting or mining permit who violates this chapter or any order issued or rule adopted under this chapter shall forfeit not less than \$10 nor more than \$10,000 for each violation. Each day of violation is a separate offense. If the violations continue after an order to cease has been issued, the permit shall be revoked.
- (4)
 - (a) Except for the violations enumerated in subs. (2) and (3), any person who violates this chapter or any rule promulgated or any plan approval, license or special order issued under this chapter shall forfeit not less than \$10 nor more than \$5,000 for each violation. Each day of continued violation is a separate offense. While an order is suspended, stayed or enjoined, this penalty does not accrue.
 - (b) In addition to the penalties provided under par. (a), the court may award the department of justice the reasonable and necessary expenses of the investigation and prosecution of the violation, including attorney fees. The department of justice shall deposit in the state treasury for deposit into the general fund all moneys that the court awards to the department or the state under this paragraph. The costs of investigation and the expenses of prosecution, including attorney fees, shall be credited to the appropriation account under s. 20.455 (1) (gh).



COMMUNITY DEVELOPMENT
EXTENSION EDUCATOR

POSITION DESCRIPTION

WORKING TITLE: Community Development Extension Educator (100%)

OFFICIAL TITLE: Outreach Specialist Series

The Community Development Extension Educator serves the people and communities of Wisconsin by addressing local, statewide and national issues, improving lives through research-based education, fostering partnerships and action, and facilitating positive impacts that support:

- Thriving individuals and families;
- Effective organizations;
- Healthy and vibrant communities; and
- Strong economies.

OFFICE LOCATION: Wood County Government Center, 400 Market Street, Wisconsin Rapids, WI 54495

This position is located in Wood county; however, location and programming coverage is contingent on county funding support and location may be reassigned to align with county and Extension programming priorities.

INITIAL PROGRAMMING FOCUS:

This Community Development Extension Educator position will primarily serve Wood County, WI and surrounding communities.

The Community Development Extension Educator designs, delivers, and evaluates research-based educational programming and services aligned with the position's programmatic focus. Initial programming focus will include:

- Local Government Education and Support
- Strategic Planning and Organizational Development
- Economic Development with an Emphasis on Workforce Development

This individual will apply the University of Wisconsin's research, education and outreach resources to address locally identified needs and opportunities.

PRIMARY DUTIES:

Programming

- Utilize knowledge of local communities and partners to identify needs and deliver relevant programming;
- Access, develop or adapt culturally-relevant, research-based educational programming to meet identified needs and opportunities;
- Expand access by reaching and engaging diverse audiences and ensuring full access to programs, facilities, and educational services; and

- Evaluate and report on programming by utilizing established tools and processes to inform future program design, improve effectiveness and demonstrate value.

Collaboration & Relationships

- Collaborate with local colleagues to promote a positive office environment, determine local needs, and share resources;
- Develop and maintain respectful working relationships;
- Collaborate with statewide colleagues within and across organizational structures to develop and adapt standardized and relevant programming; and
- Promote Cooperative Extension and its programs to build greater access, visibility and value.
- Develop and/or support community coalitions and partnerships that extend programmatic reach and expand programmatic impact.

Administrative & Programmatic Accountability

- Reports to the Area Extension Director;
- Works with the Area Extension Director and local partners to identify programming needs and seek input on performance;
- Creates a plan that identifies local audiences, describes the programming to meet their needs, connects to larger program objectives of Cooperative Extension and assesses programming effectiveness;
- Communicates plans, activities, and achievements to relevant stakeholders;
- Ensures programs serve and reach audiences reflective of the diversity of the state; and
- Submits reports that meet the requirements, policies, and established practices of Cooperative Extension and partners, including federal Civil Rights requirements.

INSTITUTIONAL AFFILIATION:

The Community Development Extension Educator is an employee of the UW-Cooperative Extension, a member of the Community Development Institute and will choose one primary program within the Community Development Institute. Extension Educators may choose a secondary focus with another program.

QUALIFICATIONS:

Required:

- Bachelor's degree;
- Work experience relevant to the programmatic responsibilities of the position;
- Ability to communicate effectively using a variety of methods and technology; and
- Ability to effectively work with people from different cultural backgrounds, including those associated with race, ethnicity, national origin, religion, socioeconomic status, age, gender, disability, sexual orientation, and other aspects of human diversity.

Preferred:

- A Master's degree in a field relevant to the programmatic responsibilities of the position;
- At least 3 years of relevant field and work experience in the area of programming and service delivery such as; Local Government Education, Strategic Planning, Organizational Development, Workforce Development or Economic Development.

- Ability to work cooperatively with other agencies, community-based services, or organizations to address educational needs;
- Strong interpersonal skills and demonstrated ability to build and maintain professional work environments;
- Experience managing multiple tasks, timelines, and schedules while maintaining high quality work;
- Demonstrated skill in interpreting, utilizing, and applying evidence-based information and research findings;
- Demonstrated success in developing, delivering, and evaluating educational programs for diverse audiences utilizing a variety of educational techniques, methods, and modes; and
- Demonstrated experience developing effective partnerships or coalitions with community partners and local governments.

WORKING CONDITIONS:

- Expected to make individual arrangements for transportation adequate to meet position responsibilities and essential job functions;
- Work evenings or weekends as needed to meet local needs; and
- Carrying educational equipment, up to 25 lbs.

SALARY AND BENEFITS:

This is a full-time (1.0 FTE) academic staff position. Final salary is commensurate with experience and education. State of Wisconsin benefits including retirement, vacation, sick leave, health insurance, and other insurances. For a more detailed description of available benefits, please see <https://www.wisconsin.edu/ohrwd/benefits/>.

TYPE OF APPOINTMENT:

This position is a fixed-term renewable academic staff appointment in the University of Wisconsin-Extension's division of Cooperative Extension. Reappointment to this position after the initial term is dependent upon performance and availability of funding.

ORGANIZATIONAL INFORMATION:

UW-Cooperative Extension is the educational resource that helps the Wisconsin Idea become reality. Valuing leadership, relationship-building, and inclusion; UW-Cooperative Extension teaches, learns, leads, and serves the people of Wisconsin by connecting them with the University of Wisconsin research and resources. Located in all 72 counties of Wisconsin, UW-Cooperative Extension engages with communities to influence their lives beyond the boundaries of the classroom.

SPECIAL NOTES:

As an affirmative action employer, UW-Extension provides equal opportunity in programs and employment and is strongly committed to maintaining an organizational climate that supports and respects differences and equality of opportunity. UW-Extension does not discriminate on the basis of age; race; creed; color; disability; sex/gender; sexual orientation; national origin; ancestry; religion; marital status; identity as a veteran, disabled veteran, Vietnam veteran or any other military service; arrest record or non-program related conviction record. ***We promote excellence through diversity and encourage all qualified individuals to apply.***

Materials will be made available in alternative format upon request. Please call 711 if you are hearing or speech impaired and need assistance. Direct inquiries concerning equal opportunity to: University of Wisconsin-Extension Office of Equity, Diversity and Inclusion; Room 201; 432 N. Lake Street; Madison, WI 53706. oedi@uwex.uwc.edu (email); 608.890.0259 (fax)

An offer of employment is contingent upon the following: 1) the establishment of identity and verification of employment eligibility as required by the Immigration Reform and Control Act of 1986, 2) if required, submission of an official transcript upon hire, and 3) a criminal background check prior to employment. In compliance with the Wisconsin Fair Employment Act, convictions and pending charges will be considered only as they relate to this position.

HOW TO APPLY:

Applicants are required to apply online. UW-Extension will not consider paper, emailed or faxed applications. Online application, with all required documents, must be received by **DATE**.

Required application materials:

- A letter of application that addresses how your education and experience meet all of the required qualifications for the position;
- Professional resume that includes degree information;
- Transcripts; and
- Names and contact information (e-mail address, phone number, and mailing address) of at least three references.

For questions regarding this position, please contact Jason Hausler, Area Extension Director, at 715-533-8006. For technical questions or assistance, please contact UW Service Center at (888) 298-4159. For all other questions please contact hrstaff@uwex.uwc.edu.

Wood County UW-Extension- Ergonomic Assessment Update and Plan of Action

As we continually look to maximize our office space and workflow, colleagues within the UW-Extension Office may shift offices. With the potential adjustment of offices for colleagues, it was important to examine our office layouts and furniture to ensure that workplace injuries do not result as a product of any such moves. During the month of February, UW-Extension engaged in an Ergonomic Assessment for all colleagues and their workspaces.

Contacting Adam Fandre, Wood County's Wellness Coordinator, he arranged for each colleague to go through an assessment of their workstations. The assessment looked at the height of workstations, chair positioning and height, placement of monitors, keyboards and mice, and many other things.

The results were compiled and sent to Adam, which he shared with our office. The results of the assessment validated the need for modifications to workstations for many colleagues.

Currently, UW-Extension has some salary savings from a clerical support position that remains open, and we are requesting to utilize some of those funds to purchase the needed equipment to help reconfigure our workspaces.

Based upon the needs for various colleagues and offices, the following items were recommended from the assessments:

- New Chairs that accommodate various sitting heights and lumbar support
- New desks or desk accommodations to configure for workflow maximization (*strongly encouraged to have L shaped workspaces, with some colleagues having straight desk configurations*)
- Keyboard, Mice and other workspace aids that support proper posture
- Window Coverings to avoid glares or excessive sunlight in offices

Working with Adam, it is estimated that all of the new equipment and supplies needed to accommodate the recommendations should not exceed \$10,000.00. The exact prices for specific items is yet to be determined based upon vendors and exact measurements, but it expected to come in under that amount.

Also, talking with staff members, there is a shortage of electrical outlets in many of the offices, which limits the possibilities to reconfigure many workstations. Our office will be pursuing the options that exist to add outlet access, so we are able to maximize the space with the furniture we have. Speaking with Rueben in Facilities, it is unknown what that investment would be. However whatever options exist to remedy the situation within budget will be pursued.

UW-Extension is seeking support from the CEED Committee to reallocate budgeted dollars from Wages to Office Supplies to assist with project. It has been confirmed by Finance Director Marla Cummings that we are able to do this internally and that a budget resolution is not needed. (*exact numbers for project is on backside*)

Thank you for your time and consideration!



Jason Hausler
Area Extension Director

Current Wages and Fringes for Vacant Support Staff Position: **\$43,776 annually / \$21,888** through June 1st

Estimated Cost of Ergonomic Assessment recommendations: **>\$10,000.00**

Cost to add electrical outlets to various offices: **>\$11,000.00**

(Please note that the afore mentioned numbers are under the annual budgeted amount for this position as the only savings we have had to date – or projected through June 1st – is \$21,888)

7c

Contract Account # WOOD2018A

**Contract Between Wood County
and
Board of Regents of the University of Wisconsin System**

This contract is by and between Wood County, State of Wisconsin (**County**), and Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin - Extension, Cooperative Extension Division (**Cooperative Extension**) and is entered into pursuant to the authority vested in the County Committee on Agriculture and Extension Education by sections 59.22(2)(d) and 59.56(3) of the Wisconsin Statutes.

Whereas, Cooperative Extension is organized both around geography, as faculty and staff deliver programs in communities throughout the state, and around academic disciplines. The broad disciplines currently include the Department of Agriculture & Natural Resources and the Department of Youth, Family & Community Development that oversee programmatic and academic functions;

Whereas, Cooperative Extension is committed to maintaining an office in every county willing to commit to continued funding and space for Cooperative Extension staff. Cooperative Extension recognizes the value in keeping a local presence in every county and keeping the shortest distance possible between the people of Wisconsin and the Cooperative Extension staff delivering programming to them;

Whereas, the county is a critical partner in developing and implementing key educational priorities for county residents. In collaboration with Cooperative Extension leadership, counties will identify local services of priority to their communities. Counties will agree to co-fund Cooperative Extension faculty and staff based upon annually established flat fees for positions and as defined below; and

Whereas, the parties need to define their respective rights and responsibilities;

Now therefore, the parties agree as follows:

1. Term, Amendment & Termination.

- a. The term of this contract is one (1) year. The term shall run from January 1, 2018 through December 31, 2018, unless amended or terminated as set forth below.
- b. Any additions, changes, modifications or renewals of this contract are subject to the mutual agreement and written consent of authorized representatives of both parties.
- c. Either the County or Cooperative Extension may cancel this entire Agreement with or without cause upon ninety (90) days' written notice delivered by mail or in person; provided, however, the County shall be responsible for paying a prorated amount of fees under Section 3.a. through the notice period. In addition, if the contract is cancelled before the end of the term, the discount identified in Section 3.a. shall be prorated (i.e. the discount amounts to roughly \$834 per month).

2. Cooperative Extension Responsibilities. Cooperative Extension agrees to:

- a. Hire local Cooperative Extension staff who will deliver educational services to the County. As an integral part of the partnership between Cooperative Extension and the County, the Area Cooperative Extension Director will seek the County's feedback on hiring decisions and performance.
- b. Invoice the County semi-annually, by January 31st and July 31st for amounts due under this agreement.

3. County Responsibilities. In consideration of the programs that Cooperative Extension provides to County under this contract, the County agrees to:

- a. Pay to Cooperative Extension the County share of \$236,323.33 for the period of January 1, 2018 through December 31, 2018 as allocated below.

Positions	Fee	FTE	Total
Youth & Family Extension Educator	\$39,903	1.00	\$39,903.00
Vacancy – Temp Buyout			(\$9,000)
Youth & Family Extension Educator	\$39,903	1.00	\$39,903.00
Agriculture Extension Educator	\$44,256	1.00	\$44,256.00
Communities Extension Educator	\$44,256	1.00	\$44,256.00
Vacancy (February - April)	\$44,256	(0.25)	(\$11,064.00)
Agriculture Extension Educator (100% county funded)	\$31,812	0.50	\$31,812.00
4-H Program Coordinator (100% county funded)	\$69,008	1.00	\$69,008.00
Vacancy (January)	\$69,008	(0.083)	(\$5,750.67)
Discount			(\$10,000.00)
	Subtotal:	5.167	\$233,323.33
Professional Development	\$500	6.00	\$3,000.00
Final Total:			<u>\$236,323.33</u>

- b. Provide travel and appropriate job expenses to the staff, office facilities and equipment, office supplies and demonstration materials, salary and fringe benefits for the clerical support staff, and other supporting budgetary items through regular County budgetary procedure.

4. General Conditions. This contract is established under the following conditions:

- a. **Notices.** Any notice or demand which must be given or made by a party to this Agreement or any statute or ordinance shall be in writing, and shall be sent via e-mail and certified mail. Notices to the County shall be sent to County Representative(s). Notice to the Cooperative Extension shall be sent to Area

Extension Director.

- b. **Employer & Personnel Rules.** Any employees hired pursuant to this contract are employees of Cooperative Extension, and are subject to the personnel rules, policies, and procedures for faculty or academic staff, as appropriate to the respective appointment in Cooperative Extension as established by Wisconsin statute, and, or administrative rules; and, or, by policies or procedures adopted by the Board of Regents of the University of Wisconsin System, and, or Cooperative Extension.
- c. **Billing.** For the period January 1, 2018 through December 31, 2018, Cooperative Extension shall bill the County at (address): 400 Market Street, Wisconsin Rapids, WI, 54495, attention: Katie Tomsyck - UW-Extension, for the contract amount, \$236,323.33. There will be two billings, \$118,161.66 at the end of January 2018 and a second billing of \$118,161.67 at the end of July 2018. The County shall pay the amount billed within 30 days of the billing.
- d. **Insurance.** The State of Wisconsin, and consequently the Board of Regents of the University of Wisconsin System as an agency of the State, is self-funded for liability (both public and property) under ss. 893.82 and 895.46(1), Wis. Stats. As a result, such protection as is afforded under respective Wisconsin Statutes is applicable to officers, employees, and agents while acting within the scope of their employment or agency. Since this is statutory insurance, there is no liability policy as such that can extend protection to any others.
- e. **Nondiscrimination/Affirmative Action.** The County and Cooperative Extension will comply with all applicable state and federal laws and rules prohibiting unlawful discrimination. During the performance of work under this contract, Cooperative Extension agrees not to discriminate against any employee or applicant for employment because of race, creed, ancestry, religion, color, sex, national origin, age, disability, arrest or conviction record, marital status, political affiliation, sexual orientation, or membership in the National Guard. This provision shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and, selection for training, including apprenticeship. Cooperative Extension further agrees to take affirmative action to ensure equal employment opportunities.

By: _____

County Representative

Date: _____

By: _____

County Representative

Date: _____

By: _____

**Area Extension Director
Cooperative Extension**

Date: _____

By: _____

County Representative

Date: _____

By: _____

**Karl Martin, Dean/Director
Cooperative Extension**

Date: _____

By: _____

**Board of Regents of
The University of Wisconsin System**

Date: _____