

**ORDINANCE AMENDING ZONING MAP**  
(David and Clair Petersen)

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1           WHEREAS, the Planning and Park Commission, after providing the required notice, held  
2 a public hearing on a petition for a zoning ordinance amendment on October 28, 2024; and  
3

4           WHEREAS, the Planning and Park Commission, after a careful consideration of testimony  
5 and an examination of the facts, recommends that the petition be approved for the reasons stated  
6 in the attached report;  
7

8           NOW, THEREFORE, the county board of supervisors of the county of Manitowoc does  
9 ordain as follows:  
10

11           A parcel of land located in all of Tract One (1) of Certified Survey Map, recorded in  
12 Volume 20 of Certified Survey Maps, on Page 3 as Document No. 867235 plus additional lands;  
13 being part of the Northeast Quarter (NE1/4) of the Southwest Quarter (SW1/4) of Section Twenty-  
14 Three (23), Township Eighteen (18) North, Range Twenty-Two (22) East, Town of Liberty,  
15 Manitowoc County, Wisconsin, more particularly described as follows:  
16

17           Commencing at the south quarter corner of said Section 23; thence N00°-03'-02"E  
18 along the east line of the SW1/4 of said Section 23, a distance of 2023.20 feet to  
19 the point of beginning; thence S87°-34'-00"W 730.00 feet; thence N41°-14'-08"W  
20 76.49 feet; thence N03°-59'-57"E 275.00 feet; thence N65°-32'-13"E 390.00 feet;  
21 thence S89°-56'-58"E 406.00 feet to said east line; thence S00°-03'-02"W along  
22 said east line, a distance of 462.00 feet to the point of beginning, said parcel  
23 containing approximately 337,572 square feet (7.750 acres) of land  
24

25 is hereby rezoned from Large Estate (LE) District and Rural Residential (RR) District to General  
26 Agriculture (GA) District.

Dated this 12th day of November 2024.

Respectfully submitted by the  
Planning and Park Commission

\_\_\_\_\_  
James Falkowski, Chair

FISCAL IMPACT:   None.

FISCAL NOTE:     Reviewed and approved by Finance Director. \_\_\_\_\_

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

COUNTERSIGNED: \_\_\_\_\_  
Tyler Martell, County Board Chair Date

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



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(David and Clair Petersen)

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1           WHEREAS, the Planning and Park Commission, after providing the required notice, held  
2 a public hearing on a petition for a zoning ordinance amendment on October 28, 2024; and  
3

4           WHEREAS, the Planning and Park Commission, after a careful consideration of testimony  
5 and an examination of the facts, recommends that the petition be approved for the reasons stated  
6 in the attached report;  
7

8           NOW, THEREFORE, the county board of supervisors of the county of Manitowoc does  
9 ordain as follows:  
10

11           A parcel of land located in all of Lot 2-1 of Certified Survey Map, recorded in Volume 30  
12 of Certified Survey Maps, on Page 31 as Document No. 1109533; being part of the Northwest  
13 Quarter (NW1/4) of the Northeast Quarter (NE1/4) and Southwest Quarter (SW1/4) of the  
14 Northeast Quarter (NE1/4) of Section Twenty-Three (23), Township Eighteen (18) North, Range  
15 Twenty-Two (22) East, Town of Liberty, Manitowoc County, Wisconsin, more particularly  
16 described as follows:  
17

18           Commencing at the north quarter corner of said Section 23; thence S00°-28'-51"W  
19 along the west line of the NE1/4 of said Section 23, a distance of 1104.62 feet to  
20 the point of beginning; thence S85°-09'-09"E 433.63 feet; thence S12°-57'-14"E  
21 80.62 feet; thence S04°-01'-23"W 100.00 feet; thence S88°-42'-33"W 445.14 feet  
22 to said west line; thence N00°-28'-51"E along said west line, a distance of 225.00  
23 feet to the point of beginning, said parcel containing approximately 91,183 square  
24 feet (2.093 acres) of land  
25

26 is hereby rezoned from Large Estate, (LE) District to Rural Residential (RR) District.

Dated this 12th day of November 2024.

Respectfully submitted by the  
Planning and Park Commission

\_\_\_\_\_  
James Falkowski, Chair

FISCAL IMPACT:   None.

FISCAL NOTE:     Reviewed and approved by Finance Director. \_\_\_\_\_

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

COUNTERSIGNED: \_\_\_\_\_  
Tyler Martell, County Board Chair Date

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



**RESOLUTION AUTHORIZING COUNTY CONSERVATION AIDS  
GRANT APPLICATION**

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1           WHEREAS, the Manitowoc County Planning and Zoning Department wishes to replace  
2 the existing concrete boat ramp launch at Pigeon Lake due to unsafe conditions caused by  
3 deterioration (“Project”); and  
4

5           WHEREAS, the Manitowoc County Planning and Zoning Department has identified a total  
6 cost of \$10,000.00 for this Project; and  
7

8           WHEREAS, the Wisconsin Department of Natural Resources (WDNR) has grant funding  
9 available through the County Conservation Aids (CCA) program for the installation of fish and  
10 game projects under Wis. Stat. § 23.09(12); and  
11

12           WHEREAS, the CCA grant program may reimburse fifty percent of the total project cost  
13 for eligible projects; and  
14

15           WHEREAS, the Planning and Park Commission held a public hearing on October 28, 2024  
16 to consider the grant application and after careful consideration and review recommends the  
17 Planning and Zoning Department pursue the available grants under the CCA program for the  
18 Project;  
19

20           NOW, THEREFORE, BE IT RESOLVED that the county board of supervisors of the  
21 county of Manitowoc authorizes the Planning and Zoning Director, or his designee, to apply for  
22 and accept a CCA grant from the WDNR in the total amount of up to \$5,000.00 for the Project;  
23 and  
24

25           BE IT FURTHER RESOLVED that the Planning and Zoning Director, or his designee, is  
26 authorized to sign documents and take actions necessary to accept the grant and complete the  
27 Project as authorized in the County’s grant application to the WDNR, including obtaining any  
28 permits that may be required; and  
29

30           BE IT FURTHER RESOLVED that the Finance Director is directed to record such  
31 information in the official books of the County as may be required with carryover as needed.

Dated this 12th day of November 2024.

Respectfully submitted by the  
Planning and Park Commission

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James Falkowski, Chair

FISCAL IMPACT: No tax levy impact. Increases both State Conservation Aid by \$5,000.00 and associated expense(s) by an equal amount.

FISCAL NOTE: Reviewed and approved by Finance Director. \_\_\_\_\_

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

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







## Appendix A

### PLANNING AND ZONING DEPARTMENT FEE SCHEDULE

January 1, 2025

<b>PRIVATE ONSITE WASTEWATER TREATMENT (POWTS) APPROVALS</b>	
Holding Tank - 5,000 gpd or less	\$ 143
Holding Tank - 5,001 – 10,000 gpd	\$ 175
Holding Tank - 10,001+ gpd	\$ 219
In-Ground Non-Pressurized System - Residential	\$ 208
In-Ground Non-Pressurized System - Nonresidential - 1,000 gpd or less	\$ 274
In-Ground Non-Pressurized System - Nonresidential - 1,001 – 2,000 gpd	\$ 334
In-Ground Non-Pressurized System - Nonresidential - 2,001 - 5,000 gpd	\$ 400
Maintenance Program - Per Year	\$ 15
Pressurized System - 1,000 gpd or less	\$ 274
Pressurized System - 1,001 – 2,000 gpd	\$ 334
Pressurized System - 2,001 - 5,000 gpd	\$ 400
Revision - Previously Approved Plan	\$ 148

<b>NONMETALLIC MINING</b>	
Active Acreage - Per Acre/Per Year	\$ 75
Mining Plan Review	\$ 300
Mining Plan Modification Review	\$ 300

<b>SANITARY PERMITS</b>	
Alternate, Experimental, or Other System	\$ 645
Holding Tank	\$ 645
In-Ground Non-Pressurized System	\$ 530
Large Scale System	\$ 781
On-site Soil Evaluation	\$ 88
On-site System Evaluation	\$ 88
Pressurized System	\$ 645
Reconnection	\$ 208
Renewal	\$ 131
Soil Test Review	\$ 40
Wisconsin Fund Application	\$ 100

**PLANNING AND ZONING DEPARTMENT  
FEE SCHEDULE**

January 1, 2025

ZONING PERMITS	
Accessory Structure (New Construction or Modification)	\$ 120
Board of Adjustment - Appeal	\$ 553
Board of Adjustment - Interpretation Request	\$ 553
Board of Adjustment - Variance Request	\$ 553
Certified Survey Map - Appeal	\$ 187
Certified Survey Map – Review (First Lot)	\$ 160
Certified Survey Map – Review (For Each Additional Lot)	\$ 60
Certified Survey Map - Variance Request	\$ 187
Conditional Use Permit	\$ 553
Development Plan Review (First Lot)	\$ 427
Development Plan Review (For Each Additional Lot)	\$ 55
Filling and Grading Permit	\$ 185
Impervious Surface Calculation Review	\$ 185
Industrial Site Plan Review	\$ 148
Principal Structure (New Construction or Modification)	\$ 235
Shoreland Mitigation Plan Review	\$ 350
Subdivision Plat Review (First Lot)	\$ 454
Subdivision Plat Review (For Each Additional Lot)	\$ 50
Telecommunication - Tower	\$ 3,000
Telecommunication - Antenna Co-location	\$ 120
Wind Energy System - Large	\$ 2,500
Wind Energy System – Large (For Each Tower On Application)	\$ 1,000
Wind Energy System - Small	\$ 350
Zoning Amendment - Petition	\$ 553



**ORDINANCE REPEALING AND RECREATING MANITOWOC COUNTY  
CODE § 4.12**

(Maintenance and Sale of Tax-Deeded Land)

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1           WHEREAS, Manitowoc county code § 4.12 governs the acquisition, maintenance, and sale  
2 of tax deeded lands; and  
3

4           WHEREAS in March of 2024, the Wisconsin legislature enacted 2023 Wisconsin Act 207,  
5 which made changes to the process that counties must follow when disposing of tax-deeded  
6 properties, including, *inter alia*, a requirement to sell tax-deeded properties, a right of former  
7 owners to repurchase, and the hold period for proceeds; and  
8

9           WHEREAS, as a result of these changes, Manitowoc County must update its ordinance in  
10 order to comply with state law; and  
11

12           WHEREAS, after careful consideration and review, the Manitowoc County Finance  
13 Committee recommends that s. 4.12 of the Manitowoc County Code be repealed and recreated to  
14 read as provided herein;  
15

16           NOW, THEREFORE, the county board of supervisors of the county of Manitowoc does  
17 ordain as follows:  
18

19 Manitowoc County Code § 4.12 is repealed and recreated in its entirety to read as follows:  
20

21 **4.12 Acquisition, Maintenance, and Sale of Tax-Deeded Land.**  
22

23           (1) Definitions. In this s. 4.12:  
24

25           (a) “Beneficiary” shall have the meaning given in Wis. Stat. § 851.03.  
26

27           (b) “Heir” means any person, including the surviving spouse, who is entitled  
28 under the statutes of intestate succession to an interest in property of a  
29 decendent (see Wis. Stat. § 851.09).  
30

31           (c) “Owner-Occupied, Single-Family Residence” means any single-family  
32 residential unit used by one family that owns the property as their permanent  
33 and primary residence and, upon request, is able to provide the county  
34 treasurer with evidence establishing the satisfaction of these terms (e.g., a  
35 utility bill).  
36

37           (d) “Tax-Deeded Lands” shall have the meaning given in Wis. Stat. § 75.35(1).  
38

- 39           (2) Acquisition. The power to acquire tax-deeded land, including the power to  
40           determine which properties to acquire, is delegated to the county treasurer, with  
41           assistance from the corporation counsel and public works director. Manitowoc  
42           County recognizes that there may be properties that are undesirable to acquire and  
43           delegates to the treasurer the authority to make such a determination.  
44
- 45           (3) Maintenance. The power to manage tax-deeded land is delegated to the public  
46           works director. The public works director shall take such action as is reasonably  
47           necessary to inspect, secure, and maintain the property in good, marketable  
48           condition. The public works director may request assistance from other county  
49           departments and offices, including the finance director, corporation counsel, health,  
50           highway, and human services departments and the offices of the county clerk,  
51           register of deeds, and treasurer. All costs incurred in the management of tax-  
52           deeded land will be charged against the property and recovered from the proceeds  
53           to the sale of the property insofar as permitted by law.  
54
- 55           (4) Sale. The power to sell tax-deeded land is delegated to the finance committee,  
56           with assistance from the corporation counsel, treasurer, and public works director  
57           as provided for in this s. 4.12, subject to the requirements of Wis. Stat. §§ 75.35,  
58           75.36, and 75.69. All sales of tax-deeded land will be on an “as is” basis.  
59
- 60           (5) Notice. Within 30 days of the county’s acquisition of a tax-deeded land, the  
61           treasurer shall notify the former owner, by registered mail or certified mail sent to  
62           the former owner’s mailing address on the tax bill, that the former owner may be  
63           entitled to a share of the proceeds of a future sale of the tax-deeded land.  
64
- 65           (6) Appraisal. The finance committee shall determine the appraised value of the tax-  
66           deeded land using information provided by the public works director regarding the  
67           property’s condition and fair market value as reported by the treasurer. The public  
68           works director may employ the services of a certified appraiser to collect  
69           information and provide an opinion regarding the property’s appraised value.  
70
- 71           (7) Right to Repurchase. This sub. (7) shall only apply to tax-deeded lands that are  
72           owner-occupied, single-family residences.  
73
- 74           (a) Within 45 days of the county’s acquisition of an owner-occupied, single-  
75           family residence, the treasurer shall provide notice to the former owner of  
76           the former owner’s, the former owner’s heirs, or the former owner’s  
77           beneficiaries right to repurchase the tax-deeded land. Such notice shall be  
78           mailed to the former owner’s last known address on file with the treasurer.  
79
- 80           (b) If a former owner of tax-deeded land, or such former owner’s heir or  
81           beneficiary, notifies the treasurer of an intent to repurchase the tax-deeded  
82           land within 90 days of the date the county acquiring the tax-deeded land,  
83           the treasurer shall order a title report from a title insurance company  
84           showing all liens of record against the tax-deeded land in existence on the

85 day prior to the judgment of foreclosure in favor of the county, the cost of  
86 which shall be paid in advance by the person notifying the treasurer of the  
87 intent to repurchase the tax-deeded land.  
88

89 (c) If the former owner, or such former owner's heir or beneficiary, provides  
90 proof of satisfaction of all liens of record as established in the title report  
91 within 30 days of the date of the title report, the treasurer shall convey the  
92 tax-deeded land to the former owner, or such former owner's heir or  
93 beneficiary, by quit-claim deed provided the former owner, or such former  
94 owner's heir or beneficiary, has provided the county with funds necessary  
95 to satisfy all costs and expenses due the county as provided in Wis.  
96 Stat. § 75.35(3).  
97

98 (8) Advertisement. For any tax-deeded land that is not repurchased pursuant to sub.  
99 (7), the county shall advertise the sale of such property as follows.  
100

101 (a) For the first attempt to sell tax-deeded land, the public works director shall  
102 publish a list of tax-deeded land for purchase that includes the location and  
103 appraised value of each property. Such list shall be published on the  
104 county's website and as a class 1 notice.  
105

106 (b) Subsequent attempts to sell tax-deeded land shall be advertised by  
107 publication of a class 1 notice. The public works director may also  
108 advertise subsequent attempts to sell tax-deeded land through real estate  
109 brokers or any other appropriate means.  
110

111 (c) A list of tax-deeded land, including the location and appraised value of each  
112 property, shall be available for public inspection at the public works  
113 department and the treasurer's office.  
114

115 (d) No tax-deeded land may be sold unless notice of the sale is mailed to the  
116 clerk of the municipality in which the property is located at least three weeks  
117 prior to the time of the sale.  
118

119 (9) Bids.  
120

121 (a) Bids must be submitted to the public works director on a form that has been  
122 approved by corporation counsel. Bid forms may be available from the  
123 corporation counsel, treasurer, or public works department.  
124

125 (b) Each bid must be accompanied by an earnest money deposit equal to 10%  
126 of the bid.  
127

128 (c) A bid on a tax-deeded land must be for the property "as is, where is, and  
129 without any conditions."  
130



131 (d) The public works director shall provide the completed bid forms to the  
132 finance committee for its determination on selling tax-deeded land.

133  
134 (10) Bid Evaluation. The finance committee may accept any bid to purchase tax-  
135 deeded land it determines that is most advantageous to the county subject to the  
136 following.

137  
138 (a) Every bid less than the appraised value shall be rejected at the first attempt  
139 to sell the property.

140  
141 (b) Tax-deeded land previously advertised for sale may be sold for any amount  
142 as determined by the finance committee, but only after the public works  
143 director advertised the sale of such tax-deeded land by publication of a class  
144 1 notice.

145  
146 (c) Any bid containing a contingency shall be rejected.

147  
148 (d) A bid that is less than the amount of the highest bid may be accepted only  
149 if the finance committee prepares a written statement, available for public  
150 inspection, explaining the reason for accepting the bid.

151  
152 (e) A bid that is less than the total of the delinquent taxes, interest, and costs  
153 incurred may be accepted if the finance committee determines that the sale  
154 is advantageous to the county.

155  
156 (f) The finance committee may reject any bid if it determines acceptance will  
157 hamper other tax collection efforts or if it determines that it is in the  
158 county's interest to reject such bid.

159  
160 (11) Notice of Bid Acceptance or Rejection. The finance committee shall select the bid  
161 that it determines to be in the best interests of the county and bidders shall be  
162 notified of finance committee decisions within 30 days of the committee's decision.  
163 A successful bidder shall pay the remaining balance within 14 days of being  
164 notified or the earnest money deposit shall be forfeited. If a bid is not accepted,  
165 the earnest money deposit shall be returned to the bidder.

166  
167 (12) The treasurer shall send to the former owner any proceeds to which the former  
168 owner is entitled under Wis. Stat. § 75.36(2m)(a) by certified mail (adult signature  
169 restricted delivery) to the former owner's last known address. If the payment to  
170 the former owner is returned to the county or otherwise not claimed by the former  
171 owner within one year following the mailing of the proceeds, the payment shall be  
172 considered unclaimed funds and disposed of pursuant to Wis. Stat. § 59.66(2).  
173 Neither the former owner nor any person making a claim for any funds under this  
174 sub. (10) is entitled to interest on sums owed by the county hereunder.

175  
176 and

177  
178  
179  
180  
181

BE IT FURTHER ORDAINED that if applicable, the table of contents shall be updated to reflect this amendment; and

BE IT FURTHER ORDAINED that this ordinance shall be effective upon publication.

Dated this 12th day of November 2024.

Respectfully submitted by the  
Finance Committee

\_\_\_\_\_  
Paul Hansen, Chair

FISCAL IMPACT: None.

FISCAL NOTE: Reviewed and approved by Finance Director. \_\_\_\_\_

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

COUNTERSIGNED: \_\_\_\_\_  
Tyler Martell, County Board Chair                      Date

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



**RESOLUTION ADOPTING 2025 BUDGET AND PROPERTY LEVY**

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1           WHEREAS, a detailed copy of the County Executive’s proposed 2025 annual budget has  
2 been made available to each county supervisor and to the general public; and  
3

4           WHEREAS, the proposed 2025 annual budget was presented to the Manitowoc County  
5 Board of Supervisors at its meeting on October 8, 2024; and  
6

7           WHEREAS, formal publication of a budget summary and announcement of a public  
8 hearing was made in accordance with Wis. Stat. § 65.90 and Wis. Stat. ch. 985 in the Manitowoc  
9 Herald Times Reporter on October 6, 2024; and  
10

11           WHEREAS, a public hearing on the proposed 2025 annual budget was held for the purpose  
12 of obtaining public input and the proposed 2025 annual budget was reviewed by the Manitowoc  
13 County Board of Supervisors at its annual meeting on October 28, 2024; and  
14

15           WHEREAS, the proposed 2025 annual budget includes performance based increases for  
16 the Manitowoc County pay plan pursuant to Manitowoc County Code §§ 5.02(3)(c), (d) and (e);  
17 and  
18

19           WHEREAS, Manitowoc County Code § 5.02(4) allows the wage schedule to be adjusted  
20 each year by action of the county board so that it remains competitive with the market; and  
21

22           WHEREAS, the Wisconsin Department of Revenue has calculated the applicable increase  
23 in the consumer price index as of August 31, 2024 to be 3.61%; and  
24

25           WHEREAS, a 2.0% increase in the wage schedule will assist in maintaining a competitive  
26 wage schedule; and  
27

28           WHEREAS, employees below midpoint who meet or exceed job requirements (*i.e.* receive  
29 a cumulative score of 1.75 or greater on their employee evaluation) are eligible for a step increase;  
30 and  
31

32           WHEREAS, employees at or above midpoint who exceed job requirements (*i.e.* receive a  
33 cumulative score of between 2.01 and 2.74 on their employee evaluation) will receive a 1.0%  
34 increase; and  
35

36           WHEREAS, employees at or above midpoint whose performance exceeds the proficient  
37 performance level (*i.e.* receive a cumulative score of 2.75 or greater on their employee evaluation)  
38 will receive a 2.0% increase; and  
39

40 WHEREAS, the proposed changes to the group health plan include an increase to the  
41 premium and an increase to the embedded individual deductible under the family plan as required  
42 by the IRS; and

43  
44 WHEREAS, the proposed 2025 annual budget includes additional benefit offerings of  
45 Hospital Indemnity and Savi student loan assistance, both funded 100% by the employee; and

46  
47 WHEREAS, the proposed 2025 annual budget includes changes to sections 4.03 (Salary  
48 Basis Policy), 12.01 (General Restriction on Use of Paid Time Off), and 18.02 (Overtime) of the  
49 Employee Policy Manual;

50  
51 NOW, THEREFORE, BE IT RESOLVED that the Manitowoc County Board of  
52 Supervisors hereby adopts a Governmental Funds Budget and a service delivery Proprietary Fund  
53 Budget for the calendar year beginning January 1, 2025 as indicated in the attached 2025 annual  
54 budget for Manitowoc County and any attachments or addenda thereto; and

55  
56 BE IT FURTHER RESOLVED that the Manitowoc County Board of Supervisors hereby  
57 authorizes that the following sums of money be raised for the ensuing year:

58

59 State Special Charges - Charitable & Penal	\$	1,117.79
60 County Aid Bridges (Wis. Stat. § 82.08)	\$	30,230.00
61 Illegal Real Estate Taxes Charged Back (Prior Year)	\$	5,330.24
62 <u>All Other County Taxes</u>	\$	<u>32,985,206.00</u>
63 Gross County Tax Levy	\$	33,021,884.03

64

65 and

66  
67 BE IT FURTHER RESOLVED that Manitowoc County shall apportion the tax for bridges  
68 under Wis. Stat. § 82.08 on the taxable property of the participating districts; and

69  
70 BE IT FURTHER RESOLVED that the 2025 annual budget in detail hereto attached shall  
71 be made a part of the Tax Levy; and

72  
73 BE IT FURTHER RESOLVED that the wage schedule is increased by 2.0% as of  
74 December 22, 2024 and all employees at or below maximum receive a 2.0% increase as of  
75 December 22, 2024; and

76  
77 BE IT FURTHER RESOLVED that the performance-based increases included in the 2025  
78 annual budget will be granted pursuant to Manitowoc County Code §§ 5.02(3)(c), (d) and (e) as  
79 follows:

80  
81 (1) Employees below midpoint who meet or exceed job requirements (*i.e.* receive a  
82 cumulative score of 1.75 or greater on their employee evaluation) are eligible for a step increase;  
83 and

84

85 (2) Employees at or above midpoint who exceed job requirements (*i.e.* receive a  
86 cumulative score of between 2.01 and 2.74 on their employee evaluation) will receive a 1.0%  
87 increase; and

88  
89 (3) Employees at or above midpoint whose performance exceeds the proficient  
90 performance level (*i.e.* receive a cumulative score of 2.75 or greater on their employee evaluation)  
91 will receive a 2.0% increase; and

92  
93 (4) Employees at or above maximum who exceed job requirements (*i.e.* receive a  
94 cumulative score of between 2.01 and 2.74 on their employee evaluation) will receive a 1.0%  
95 increase, paid to them per pay period for the following year; and

96  
97 (5) Employees at or above maximum whose performance exceeds the proficient  
98 performance level (*i.e.* receive a cumulative score of 2.75 or greater on their employee evaluation)  
99 will receive a 2.0% increase, paid to them per pay period for the following year; and

100  
101 BE IT FURTHER RESOLVED that effective January 1, 2025, the plan design of  
102 Manitowoc County's group health plan will be changed as follows:

103  
104 1. For employees and elected officials covered under Manitowoc County's General  
105 Health Plan plan premiums shall be increased by 8% as follows:

- 106  
107 a. Full premium for a Single Plan shall be \$744.36;  
108  
109 b. Full premium for an EE+Child(ren) Plan shall be \$1265.41;  
110  
111 c. Full premium for a Family Plan shall be \$2232.99.

112  
113 2. For employees and elected officials covered under Manitowoc County's Protective  
114 Health Plan plan premiums shall be increased by 8% as follows:

- 115  
116 a. Full premium for a Single Plan shall be \$574.52;  
117  
118 b. Full premium for an EE+Child(ren) Plan shall be \$976.67;  
119  
120 c. Full premium for a Family Plan shall be \$1723.52.

121  
122 and

123  
124 BE IT FURTHER RESOLVED that effective January 1, 2025, the embedded individual  
125 deductible within the family plan shall be \$3300 for employees covered under either the General  
126 Health Plan or the Protective Health Plan; and

127  
128 BE IT FURTHER RESOLVED that effective January 1, 2025, the plan design of  
129 Manitowoc County's benefits plan will include access to Hospital Indemnity and the Savi student  
130 loan assistance program; and

131  
132 BE IT FURTHER RESOLVED that effective January 1, 2025, Section 4.03 (Salary Basis  
133 Policy) shall be amended to read as follows:

134  
135 4.03 Salary Basis Policy  
136

137 The Fair Labor Standards Act (FLSA) is a federal law which requires that most employees  
138 in the United States be paid at least the federal minimum wages for all hours worked and  
139 overtime pay at time and one-half the regular rate of pay for all hours worked over 40 hours  
140 in a work week.

141  
142 However, Section 13(a)(1) of the FLSA provides an exemption from both minimum wage  
143 and overtime pay for employees employed as a bona fide executive, administrative,  
144 professional, and outside sales employees. Section 13(a)(1) and Section 13(a)(17) also  
145 exempt certain computer employees. To qualify for an exemption, employees generally  
146 must meet certain tests regarding their job duties and be paid on a salary basis at not less  
147 than ~~\$455 per week~~ the amount determined by the U.S. Department of Labor. Job titles  
148 do not determine exempt status. In order for an exemption to apply, an employee's  
149 specific job duties and salary must meet all the requirements of the Department's  
150 regulations.

151  
152 and

153  
154 BE IT FURTHER RESOLVED that effective January 1, 2025, Section 12.01 (General  
155 Restrictions on Use of Paid Time Off) shall be amended to read as follows::

156  
157 12.01 General Restriction on Use of Paid Time Off  
158

159 Except for positions that the employer requires to be staffed at all times, and except for  
160 non-accrued leave as further provided in this section, an employee may not combine paid  
161 time off with hours actually worked to exceed his or her normally scheduled hours in a  
162 calendar week. This policy does not prohibit an employee from combining non-accrued  
163 leave such as funeral leave as provided in Section 12.02, holidays as provided in Section  
164 12.03, and jury duty as provided in Section 12.07, with hours actually worked to exceed  
165 his or her normally scheduled hours. This policy does not prohibit an employee from  
166 combining approved scheduled vacation leave with hours actually worked when an  
167 employee is called in with a shift starting outside a department's normal business hours.

168  
169 and

170  
171 BE IT FURTHER RESOLVED that effective January 1, 2025, Section 18.02(2)  
172 (Overtime) shall be amended to read as follows:

173  
174 18.02 Overtime  
175 ...

176 (2) Except hours worked pursuant to Section 18.08 (Flex Time) or as otherwise  
177 provided by resolution of the Manitowoc County Board of Supervisors, non-  
178 exempt employees who are not subject to overtime provisions contained in a  
179 collective bargaining agreement will be paid overtime in accordance with the  
180 Federal Fair Labor Standards Act, with the following additions:

- 181
- 182 (a) For hours worked in excess of 10 hours per shift;
  - 183
  - 184 (b) For hours worked on actual holidays;
  - 185
  - 186 (c) A minimum of four hours of work are guaranteed to an employee who is  
187 called in to work on a non-scheduled work day.
  - 188
  - 189 (d) For time actually worked during a call-out of the Special Operations Squad,  
190 Scuba Team, Canine Unit or other County authorized emergency response  
191 unit.
  - 192
  - 193 (e) Except for positions that are required to be staffed at all times, for hours  
194 worked as the result of a call-in with a shift starting on a Sunday.
  - 195

196 BE IT FURTHER RESOLVED that the Finance Director is authorized to make any  
197 technical corrections to the budget that are necessary.

Dated this 12th day of November 2024.

Respectfully submitted by the  
Finance Committee

\_\_\_\_\_  
Paul Hansen, Chair

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

Tax Levy of \$33,021,884.03  
Composite Tax Rate of \$3.679123 per \$1,000 of equalized value.

FISCAL NOTE: Reviewed and approved by Finance Director. \_\_\_\_\_

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

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





## Office of the County Executive

Bob Ziegelbauer, County Executive  
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*Accountability • Respect • Customer Service*

### Veto Message 2025 Manitowoc County Budget #2024/2025 -57

November 15, 2024

Members of the Manitowoc County Board of Supervisors,

The Manitowoc County Budget that I proposed and that you passed on November 12, 2024 resulted in the typical county taxpayer paying less county property taxes than last year. That's a good result.

I would like to express my appreciation once again for your support of this budget. I have two partial vetoes to improve it. The tax levy will be unaffected and the savings on Human Services expenses will go to decrease the current deficit in the Human Services fund.

1. I am deleting 3 positions in the Human Services Department and substituting 181 full time positions for 184 full time positions listed in the budget

*On line 25 of the budget book substitute 181 for 184 full time positions in the Human Services Department.*

2. I am reducing the borrowing amount for the Highway Department from \$3,200,000 to \$2,500,000. The approved projects can be financed by a combination of savings and the Highway Fund reserve. This will result in a **decrease** of our total debt at the end of 2025 by \$45,000, rather than increasing our total debt by \$655,000.

*On line 13 of the budget book reduce the line "sales of notes or bonds" from \$3,200,000 to \$2,500,000.*

Contact me anytime.  
Thank you.

A handwritten signature in black ink that reads "Bob Ziegelbauer". The signature is written in a cursive, flowing style.

Bob Ziegelbauer  
Manitowoc County Executive