



## **MANITOWOC COUNTY COUNTY BOARD OF SUPERVISORS MEETING NOTICE**

DATE: May 20<sup>th</sup>, 2025

TIME: 6:00 PM

PLACE: The Heritage Center, County Board Meeting Room  
1701 Michigan Ave, Manitowoc, WI 54220

To live stream the meeting: <https://www.youtube.com/channel/UCcBZSVQYYfhgv5LHxT-fkwQ?reload=9>

The meeting is open to the public, but portions of the meeting may be closed if this notice indicates that the board may convene in closed session. The following matters may be considered at the meeting:

- I. Call to order by County Board Chair**
- II. Invocation by Supervisor Phipps**
- III. Pledge of Allegiance**
- IV. Roll Call**

**V. PROCLAMATION**

- a. June Dairy Month

**VI. PUBLIC COMMENT**

Members of the public will be allowed three (3) minutes to speak on matters pertaining to County Board business.

**VII. CONSENT AGENDA (Any routine or non-controversial items)**

- A. Approve April 15, 2025 County Board Minutes

B. Appointments by County Executive

- 1. Aging and Disability Board

Appoint one member to complete a vacancy with a term ending December 31, 2025.

- a. Tina Prigge

Appoint one member to complete a vacancy with a term ending December 31, 2026.

- a. Brenda Georgenson

- 2. Local Emergency Planning Committee

Appoint three members to succeed Kevin Klosinski and Kristy Schmidt for two-year terms expiring June 2027.

- a. Amber Schneider
- b. Joan Girard

- 3. Traffic Safety Commission

Appoint one member to succeed Alternate) Jason Freiboth.

- a. Alternate) John Musial

C. Ordinances and Resolutions

1. Executive Committee
  - a. Resolution 2025/2026-85 Confirming and Ratifying the Authority of Opioid Litigation Counsel for Manitowoc County to Add Additional Defendants to Opioid Litigation, Including in MDL 2804.
2. Finance Committee
  - a. Resolution 2025/2026-86 Awarding the Sale of \$2,570,000 General Obligation Promissory Notes, Series 2025.
3. Personnel Committee
  - a. Resolution 2025/2026-87 Approving Settlement of 2024-2026 Collective Bargaining Agreement with Sheriff's Office Employees Represented by Wisconsin Professional Police Association.
  - b. Resolution 2025/2026-88 Creating Section 8.16 of the Employee Policy Manual.
  - c. Resolution 2025/2026-89 Amending Section 14.08 of the Employee Policy Manual (Impartial Hearing).
  - d. Resolution 2025/2026-90 Creating Section 32 of the Employee Policy Manual (Pregnant Workers Fairness Act).
4. Planning and Park Commission
  - a. Resolution 2025/2026-91 Adopting Report and Denying Zoning Amendment Petition (Paul Liermann).
5. Miscellaneous
  - a. Resolution 2025/2026-92 Approving Town of Newton Zoning Ordinance (Kenneth and Gayle Knauf).

## **VIII. COMMITTEE REPORTS, RESOLUTIONS, AND ORDINANCES**

- A. Aging & Disability Board
- B. Board of Health
- C. Criminal Justice Coordinating Council
- D. Executive Committee
- E. Expo-Ice Center Board
- F. Finance Committee
- G. Highway Committee
- H. Human Service Board
- I. Land Conservation Committee/UW-Extension Education and Agriculture Committee
- J. Personnel Committee
- K. Planning & Park Commission
- L. Public Safety Committee
- M. Public Works Committee
- N. Transportation Coordinating Committee

## **IX. ANNOUNCEMENTS**

## **X. ADJOURNMENT**

Tyler Martell, Chairman  
Prepared by Jessica Backus, County Clerk

Any person wishing to attend the meeting who requires special accommodation because of a disability should contact the County Clerk's office at 920-683-4003 at least 24 hours before the meeting begins so that appropriate accommodations can be made.

**RESOLUTION CONFIRMING AND RATIFYING THE AUTHORITY OF  
OPIOID LITIGATION COUNSEL FOR MANITOWOC COUNTY TO  
ADD ADDITIONAL DEFENDANTS TO OPIOID LITIGATION,  
INCLUDING IN MDL 2804**

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1       WHEREAS, the county board of supervisors of the county of Manitowoc previously  
2 authorized Manitowoc County to enter into an engagement agreement with von Briesen & Roper,  
3 s.c., Crueger Dickinson LLC and Simmons Hanly Conroy LLC (the “Law Firms”) to pursue  
4 litigation against manufacturers, distributors, and retailers, among others, of opioid  
5 pharmaceuticals (the “Opioid Defendants”) in an effort to hold the Opioid Defendants responsible  
6 for the opioid epidemic in Manitowoc County’s community; and  
7

8       WHEREAS, on behalf of Manitowoc County, the Law Firms filed a lawsuit against certain  
9 Opioid Defendants; and  
10

11       WHEREAS, the Law Firms filed similar lawsuits on behalf of 66 other Wisconsin counties  
12 and all Wisconsin cases were coordinated with thousands of other lawsuits filed against the same  
13 or substantially similar parties as the Opioid Defendants in the Northern District of Ohio, captioned  
14 *In re: Opioid Litigation*, MDL 2804 (the “Litigation”); and  
15

16       WHEREAS, four (4) additional Wisconsin counties (Milwaukee, Dane, Waukesha, and  
17 Walworth) hired separate counsel and joined the Litigation; and  
18

19       WHEREAS, since the inception of the Litigation, the Law Firms have coordinated with  
20 counsel from around the country (including counsel for Milwaukee, Dane, Waukesha, and  
21 Walworth Counties) to prepare Manitowoc County’s case for trial and engage in settlement  
22 discussions with Opioid Defendants; and  
23

24       WHEREAS, to date, through nationwide settlements, the Law Firms have achieved  
25 considerable success on behalf of Manitowoc County in holding Opioid Defendants responsible  
26 for their role in creating or maintaining the opioid epidemic; and  
27

28       WHEREAS, through the course of ongoing discovery and investigation concerning the  
29 opioid epidemic and parties potentially responsible therefor, it was determined that meritorious  
30 opioid-related claims exist against additional parties, including, but not limited to, the entities  
31 listed on *Exhibit A* attached hereto; and  
32

33       WHEREAS, Manitowoc County believes that the non-exclusive list of additional parties  
34 identified in Exhibit A should be added as defendants in the Litigation; and  
35

36 WHEREAS, the engagement agreement with the Law Firms provides “depending upon the  
37 results of initial investigations of the facts and circumstances surrounding the potential claim(s),  
38 there may be additional parties sought to be made responsible ....”; and  
39

40 WHEREAS, Resolution No. 2017/2018 - 65 provided that the Manitowoc County Board  
41 of Supervisors authorized legal action: “against those manufacturers of certain opioid medications  
42 and any others that it deems responsible for the rapid rise of the Opioid Epidemic”; and  
43

44 WHEREAS, at the time Resolution No. 2017/2018 - 65 was adopted, Manitowoc County  
45 through the use of the language “and any others that it deems responsible” fully intended to, and  
46 did in fact, authorize the Law Firms to add additional defendants as circumstances dictated; and  
47

48 WHEREAS, while Manitowoc County believes the engagement agreement with the Law  
49 Firms along with Resolution No. 2017/2018 - 65 plainly, clearly, and unambiguously provided the  
50 Law Firms with adequate authority to add additional parties to be held responsible, Manitowoc  
51 County understands that recently parties questioned that authority, and therefore, for the avoidance  
52 of doubt, Manitowoc County is adopting this Resolution reaffirming, confirming, and ratifying the  
53 Law Firms’ authority to add additional parties, including but not limited to the entities listed in  
54 Exhibit A, as defendants in the Litigation; and  
55

56 WHEREAS, to avoid any confusion surrounding Manitowoc County’s authorization to the  
57 Law Firms to amend the pleadings in the Litigation to include additional parties, including, but not  
58 limited to, the entities listed in Exhibit A as named defendants in MDL 2804, this Resolution is  
59 intended, *inter alia*, to serve as reaffirmation, confirmation, and ratification of such authorization;  
60 and  
61

62 WHEREAS, Manitowoc County, by this Resolution, intends to reaffirm, confirm, and  
63 ratify the authority of the Law Firms to amend the pleadings in the Litigation to add additional  
64 parties, including but not limited to the entities listed in Exhibit A as defendants in MDL 2804, or  
65 to commence appropriate federal or state court proceedings against such entities, and further  
66 authorizes Corporation Counsel to execute and deliver any and all other and further documents  
67 necessary to effectuate the intent of this Resolution;  
68

69 NOW, THEREFORE, BE IT RESOLVED that the county board of supervisors of the  
70 county of Manitowoc hereby reaffirms, confirms, and ratifies the authority of:  
71

72 1. The Law Firms to file appropriate pleadings in MDL 2804 or appropriate federal  
73 or state court proceedings to add any additional parties, including, but not limited to, the entities  
74 listed in Exhibit A as defendants, subject to approval of Corporation Counsel;  
75

76 2. The Corporation Counsel to execute and deliver any and all other and further  
77 documents necessary to effectuate the intent of this Resolution;  
78

79 and  
80

81 BE IT FURTHER RESOLVED that the county board of supervisors of the county of  
82 Manitowoc confirms the authority of the Law Firms to have added additional parties as defendants  
83 in MDL 2804 pursuant to Resolution 2017/2018 - 65, including, but not limited to, the entitles  
84 listed in Exhibit A; and  
85

86 BE IT FURTHER RESOLVED that all actions heretofore taken by the county board of  
87 supervisors of the county of Manitowoc and other appropriate public officers and agents of  
88 Manitowoc County with respect to the matters contemplated under this Resolution are hereby  
89 ratified, confirmed, and approved.

Dated this 20th day of May 2025.

Respectfully submitted by the  
Executive Committee

\_\_\_\_\_  
Tyler Martell, Chair

FISCAL IMPACT: None.

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

**Exhibit A – Non-Inclusive List of Potential Defendants  
(Including all Related Entities of Each Listed)**

Abbot Laboratories, Inc.	Sackler, Beverly
Albertsons LLC	Sackler, David A.
Allergan, Inc.	Sackler, Mortimer D.A.
Alvogen, Inc.	Sackler, Theresa
Amerisource Bergen	Sandoz, Inc.
Amneal Pharmaceuticals, Inc.	Smith Drug Company
Associated Pharmacies, Inc.	Smith's Food & Drug Centers, Inc.
Auburn Pharmaceuticals	Sun Pharmaceutical
Aurolife Pharma LLC	Supervalu, Inc. d/b/a Advantage Logistics
Baker, Stuart	Target Corporation
Cardinal Health	Teva Pharmaceuticals
Costco Wholesale Corporation	The Kroger Co.
CVS Health Corporation	Thrifty Payless, Inc.
Dakota Drug, Inc.	Top Rx, Inc.
Discount Drug Mart	Tris Pharma, Inc.
Eckerd Corp.	Walgreens Boots Alliance
Eveready Wholesale Drugs	Walmart Inc.
Express Scripts Inc.	Warner Chilcott Company, LLC
Henry Shein, Inc.	West-Ward Pharmaceuticals Corp. n/k/a
Hy-Vee, Inc.	Hikma Pharmaceuticals, Inc.
Indivior Inc.	Winn-Dixie
Janssen Pharmaceuticals	Zydus Pharmaceuticals (USA), Inc
K-VA-T/Ahold Delhaize	
KVK-Tec, Inc.	
Louisiana Wholesale Drug Co., Inc.	
Lupin Pharmaceuticals, Inc.	
McKesson	
Miami-Luken, Inc.	
Morris & Dickson Co., LLC	
Mylan Pharmaceuticals, Inc.	
North Carolina Mutual Wholesale Drug Co.	
Omnicare Distribution Center	
OptumRx, Inc.	
Pharmacy Buying Association Inc.	
Prescription Supply, Inc.	
Publix Super Markets, Inc.	
Purdue Pharma	
Raymond Sacker Trust	
RiteAid of Maryland, Inc.	
Sacker, Kathe A.	
Sacker, Richard S.	
Sackler Defendants	
Sackler Lefcourt, Ilene	

Resolution 2025/2026-86 Awarding the Sale of \$2,570,000 General Obligation Promissory Notes, Series 2025 will be posted when it becomes available.

**RESOLUTION APPROVING SETTLEMENT OF 2024-2026  
COLLECTIVE BARGAINING AGREEMENT WITH SHERIFF'S OFFICE  
EMPLOYEES REPRESENTED BY WISCONSIN PROFESSIONAL  
POLICE ASSOCIATION**

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1           WHEREAS, the Personnel Committee has reached a tentative settlement with Sheriff's  
2 Department employees represented by the Wisconsin Professional Police Association for a  
3 2024 - 2026 collective bargaining agreement; and  
4

5           WHEREAS, this voluntary settlement avoids the uncertainty, further delay, and expense  
6 of interest arbitration; and  
7

8           WHEREAS, the voluntary settlement includes a 4% increase effective January 1, 2024, a  
9 2% increase effective January 1, 2025, a 2% increase effective July 1, 2025, and a 4% increase  
10 effective January 1, 2026; and  
11

12           WHEREAS, the voluntary settlement provides that on July 1, 2025, employees that are  
13 eligible for the 72-month rate, shall be eligible for a new 96-month rate which is 2% above the  
14 July 1, 2025 72-month rate and Detectives shall be adjusted 2%; and  
15

16           WHEREAS, except for Detectives, members shall be paid based on actual hours  
17 worked/use of accrued paid time (eliminating the 75-hour smoothing) and discussion between the  
18 parties will follow on how to implement Detectives being paid based on actual hours worked due  
19 to their current Art. 26 flex schedule; and  
20

21           WHEREAS, Article 23 will be revised to limit overtime for training such that the first 24  
22 hours of mandatory in-service training scheduled during off-hours shall be paid at straight time;  
23 and  
24

25           WHEREAS, there will be a mutually agreed upon cleanup of errors or old and archaic  
26 language; and  
27

28           WHEREAS, the practice of granting vacation extensions is repudiated and we will instead  
29 be reverting to the contract language under Article 15(D); and  
30

31           WHEREAS, after careful consideration and review, the Personnel Committee recommends  
32 approval of the proposed 2024-2026 Wisconsin Professional Police Association collective  
33 bargaining agreement;  
34

35           NOW, THEREFORE, BE IT RESOLVED that the county board of supervisors of the  
36 county of Manitowoc hereby approves the 2024-2026 collective bargaining agreement negotiated



between the Personnel Committee and the Sheriff's Office employees represented by the Wisconsin Professional Policy Association; and

BE IT FURTHER RESOLVED that the 2024-2026 collective bargaining agreement as negotiated between the Personnel Committee and the Sheriff's Office employees represented by the Wisconsin Professional Policy Association is ratified, confirmed, and approved with pay schedules and terms set forth; and

BE IT FURTHER RESOLVED that the County Executive, Personnel Committee Chair, and Personnel Director are authorized to execute this agreement.

Dated this 20th day of May 2025.

Respectfully submitted by the  
Personnel Committee

\_\_\_\_\_  
Susie Maresh, Chair

**FISCAL IMPACT:**

	<b>2024</b>	<b>2025</b>	<b>2026</b>
Wages	\$ 88,353	\$ 187,515	\$ 293,232
FICA	\$ 6,626	\$ 14,063	\$ 21,992
WRS	\$ 6,096	\$ 12,938	\$ 20,233
Total:	\$ 101,075	\$ 214,516	\$ 335,457

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

**RESOLUTION CREATING SECTION 8.16 OF THE EMPLOYEE  
POLICY MANUAL  
(Commercial Driver's License)**

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1        WHEREAS, Manitowoc County has authorized an Employee Policy Manual to establish  
2 uniform personnel policies and procedures; and  
3

4        WHEREAS, Manitowoc County currently has no policy to deal with the loss of a CDL by  
5 an employee required to hold such license; and  
6

7        WHEREAS, amendments must be made to the Employee Policy Manual from time-to-time  
8 to keep policies current, reflect current practice, and address new issues and circumstances; and  
9

10       WHEREAS, the proposed addition of Section 8.16 (Commercial Driver's License) to the  
11 Employee Policy Manual outlines the procedure for handling the situation when an employee who  
12 is required to hold a CDL losses their CDL; and  
13

14       WHEREAS, after careful consideration and review the Personnel Committee recommend  
15 approval of the following amendment to the Manitowoc County Employee Policy Manual;  
16

17       NOW, THEREFORE, BE IT RESOLVED that the county board of supervisors of the  
18 county of Manitowoc amends the Manitowoc County Employee Policy Manual to create Section  
19 8.16 (Commercial Driver's License) to read as follows:  
20

21       8.16    Commercial Driver's License  
22

23       (1)    The purpose of this policy is to establish a uniform system for determining  
24            responsibility for required Commercial Driver's Licenses and Endorsements  
25            for positions that require a Commercial Driver's License (CDL).  
26

27       (2)    An employee shall provide proof of a CDL upon hire, or as soon as  
28            applicable after hire if the employee is participating in the CDL training  
29            program.  
30

31       (3)    Manitowoc County will conduct Federal Motor Carrier Safety  
32            Administration (FMCSA) queries to ensure CDL status as required by  
33            FMCSA regulations.  
34

35       (4)    An employee shall notify the Personnel Department immediately when they  
36            learn of the official loss or suspension of a required license, certification, or  
37            endorsement. This notification shall occur no later than the end of the  
38            following workday when the employee learns of the loss or suspension.

39 Under no circumstances will the employee work after knowledge of the loss  
40 or suspension and prior to informing the Personnel Department of that loss  
41 or suspension.  
42

43 (5) If an employee's CDL (including endorsements) is suspended or revoked  
44 due to disqualification for reasons that arise out of or during the course of  
45 employment or are related to criminal activity, the County may in its sole  
46 discretion terminate the employee. Such termination shall be presumed to  
47 be with just cause.  
48

49 (6) If an employee's CDL (including endorsements) is suspended or revoked  
50 due to disqualification for reasons that do not arise out of or during the  
51 course of employment and are unrelated to criminal activity the County may  
52 in its sole discretion terminate the employee or the County may grant the  
53 employee up to a twelve (12) month leave of absence from the date of CDL  
54 loss subject to the following:  
55

56 (a) The employee shall first use all available paid time off for which the  
57 employee is eligible to use.  
58

59 (b) After all available paid time is exhausted, the remainder of the leave  
60 of absence shall be unpaid and without benefits. Normal COBRA  
61 rights will apply for applicable benefits.  
62

63 (c) If the CDL suspension was for a period of at least 50 weeks but not  
64 more than one (1) year, the unpaid leave of absence may be  
65 administratively extended beyond twelve (12) months for up to two  
66 additional weeks to permit an employee time to complete necessary  
67 paperwork for recertification and have CDL privileges reinstated.  
68

69 (d) If the employee does not have CDL privileges reinstated within the  
70 timeframe authorized by Manitowoc County, the County may  
71 terminate the employee in its sole discretion. Such termination  
72 shall be presumed to be with just cause.  
73

74 (e) It is the employee's responsibility to satisfy all the necessary  
75 requirements for reinstatement of their CDL and cover all associated  
76 costs. Reinstatement of employment will not be considered until  
77 the CDL and any required endorsements are reinstated.  
78

79 (f) No benefits will accrue for any month without pay while on the  
80 leave of absence.  
81

82 (7) In lieu of a leave of absence, if qualified, the County may consider  
83 permitting the employee to fill a vacant position within the same department  
84 that does not require a CDL, subject to the following:

- 85  
86 (a) Pay will be adjusted based on the new position's pay grade.  
87  
88 (b) Benefits will be awarded based on the new position's FTE.  
89  
90 (8) A loss of CDL for more than 12 months or a permanent disqualification  
91 from holding a CDL shall result in termination of employment. Such  
92 termination shall be presumed to be with just cause.

Dated this 20th day of May 2025.

Respectfully submitted by the  
Personnel Committee

\_\_\_\_\_  
Susie Maresh, Chair

FISCAL IMPACT: None.

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

**RESOLUTION AMENDING SECTION 14.08 OF THE EMPLOYEE  
POLICY MANUAL  
(Impartial Hearing)**

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1       WHEREAS, Manitowoc County has authorized an Employee Policy Manual to establish  
2 uniform personnel policies and procedures; and  
3

4       WHEREAS, Section 14 (Employee Grievances) of the Employee Policy Manual provides  
5 Manitowoc County's policy regarding the procedure that must be used when an employee grieves  
6 a disciplinary matter; and  
7

8       WHEREAS, in 2011, Manitowoc County included a "just cause" standard of review when  
9 evaluating employee discipline; and  
10

11       WHEREAS, amendments must be made to the Employee Policy Manual from time-to-time  
12 to keep the policies current, reflect current practice, and address new issues and circumstances;  
13 and  
14

15       WHEREAS, the proposed amendment to Section 14.08(7) updates the county's policy to  
16 require the employee to establish that the county's disciplinary action does not meet the "just  
17 cause" standard if an employee requests an impartial hearing as part of a grievance process; and  
18

19       WHEREAS, the proposed new Section 14.08(7m) provides a non-exhaustive list of  
20 circumstances in which discipline is assumed to meet the "just cause" standard; and  
21

22       WHEREAS, the proposed amendments to the Employee Policy Manual update the  
23 grievance process to provide a more balanced approach when reviewing employee disciplinary  
24 matters, as well as promoting consistency with current practice while providing the flexibility  
25 necessary to address differences between discipline and performance issues; and  
26

27       WHEREAS, after careful consideration and review, the Personnel Committee recommends  
28 adopting the proposed amendments to the Employee Policy Manual;  
29

30       NOW THEREFORE BE IT RESOLVED that the county board of supervisors of the county  
31 of Manitowoc amends Section 14.08(7)(b) of the Manitowoc County Employee Policy Manual to  
32 read as follows:  
33

34   14.08 Impartial Hearing

35   ...

36       (7)   The burden of proof in a grievance hearing before a hearing examiner shall be as  
37 follows:  
38

...

39 (b) In suspension or termination cases for disciplinary reasons, the ~~county~~  
40 employee must show that the county did not have just cause for its action.  
41 and  
42

43 BE IT FURTHER RESOLVED that Section 14.08(7m) (Employee Grievances) of the  
44 Manitowoc County Employee Policy Manual is created to read as follows:  
45

46 14.08 Impartial Hearing  
47 ...

48 (7m) Discipline for any of the following reasons shall be presumed to meet the just cause  
49 standard:  
50

51 a. Dishonest statements or actions during employment. Including  
52 falsification of records, dishonest statements to supervisors, or dishonest  
53 statements to others of authority during an investigation.  
54

55 b. Theft of county property.  
56

57 c. Physical assault toward another during employment, which shall include  
58 making credible threats of physical assault towards another.  
59

60 d. Inappropriate conduct or relationships with clients. This includes  
61 developing or sustaining personal relationships outside of professional  
62 need.  
63

64 e. Behavior during employment that violates local, state, or federal criminal  
65 law.  
66

67 f. Deliberately violating county policies that could pose safety risks or damage  
68 the county's reputation.

Dated this 20th day of May 2025.

Respectfully submitted by the  
Personnel Committee

\_\_\_\_\_  
Susie Maresh, Chair

FISCAL IMPACT: None.

FISCAL NOTE: Reviewed and approved by Comptroller. \_\_\_\_\_

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



APPROVED:

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

\_\_\_\_\_  
Date

**RESOLUTION CREATING SECTION 32 OF THE EMPLOYEE POLICY  
MANUAL**

**(Pregnant Workers Fairness Act)**

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1 WHEREAS, Manitowoc County has authorized an Employee Policy Manual to establish  
2 uniform personnel policies and procedures; and  
3

4 WHEREAS, amendments must be made to the Employee Policy Manual from time-to-time  
5 to keep policies current, reflect current practice, and address new issues and circumstances; and  
6

7 WHEREAS, the Pregnant Workers Fairness Act is a United States law meant to eliminate  
8 discrimination and ensure workplace accommodations for workers with known limitations related  
9 to pregnancy, childbirth, or a related medical condition; and  
10

11 WHEREAS, the Pregnant Workers Fairness Act applies to Manitowoc County; and  
12

13 WHEREAS, Manitowoc County currently does not have a policy that implements the  
14 guidelines of the Pregnant Worker Fairness Act for employees and supervisors; and  
15

16 WHEREAS, inclusion of a policy in the Employee Policy Manual assures that employees  
17 are aware of their rights under the act and assures that supervisors know how to respond to inquiries  
18 from impacted employees; and  
19

20 WHEREAS, the proposed Section 32 (Pregnant Workers Fairness Act) of the Employee  
21 Policy Manual provides the necessary guidance for implementing the Pregnant Worker Fairness  
22 Act; and  
23

24 WHEREAS, after careful consideration and review, the Personnel Committee recommends  
25 approval of the following amendment to the Manitowoc County Employee Policy Manual;  
26

27 NOW, THEREFORE, BE IT RESOLVED that the county board of supervisors of the  
28 county of Manitowoc amends the Manitowoc County Employee Policy Manual to add Section 32  
29 (Pregnant Workers Fairness Act) to read as follows:  
30

31 **PREGNANT WORKERS FAIRNESS ACT**  
32

33 32.01 Policy

34 32.02 Definitions

35 32.03 PWFA Request

36 32.04 Leave

37 32.05 Relationship to Federal Law  
38



39 32.01 Policy

40  
41 As required by the federal Pregnant Workers Fairness Act (PWFA), Manitowoc County will  
42 provide reasonable accommodations to employees with known limitations (physical or mental)  
43 related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless  
44 the accommodation will cause undue hardship to the County's operations.

45  
46 32.02 Definitions

47  
48 Where a term used in this Section 32 (Pregnant Workers Fairness Act) is defined in the PWFA, that  
49 term shall have the meaning set forth in the PWFA.  
50

51 32.03 PWFA Request

52  
53 An employee may request an accommodation due to pregnancy, childbirth, or a related medical  
54 condition by communicating with a supervisor, a manager, someone who has supervisory authority  
55 for the employee, someone who regularly directs the employee's tasks, or the Personnel  
56 Department. If the communication is to someone other than the Personnel Department, the  
57 individual receiving the communication shall immediately notify the Personnel Director of the  
58 request, but in no case shall such notification take more than 24 hours. The employee is  
59 encouraged, but not required, to complete the PWFA Accommodation Request form. This form  
60 can be obtained from the Personnel Department or on Manitowoc County's intranet site.  
61 Depending on the nature of the accommodation, the individual may be requested to submit a  
62 statement from a health care provider substantiating the need for the accommodation.  
63

64 Upon receipt of a request for accommodation, the Personnel Department will contact the employee  
65 or applicant to discuss the request and determine if an accommodation is reasonable and can be  
66 provided without undue hardship to Manitowoc County.  
67

68 32.04 Leave

69  
70 An employee may request paid or unpaid leave as a reasonable accommodation under this policy;  
71 however, the County will not require an employee to take time off if another reasonable  
72 accommodation can be provided that will allow the employee to continue to work.  
73

74 32.05 Relationship to Federal Law

75  
76 To the extent any portion of this policy does not comply with or conflicts with the PWFA, the  
77 requirements of the PWFA shall supersede this policy and the provisions of the PWFA shall apply.

Dated this 20th day of May 2025.

Respectfully submitted by the  
Personnel Committee

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Susie Maresh, Chair

FISCAL IMPACT: None.

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

**RESOLUTION ADOPTING REPORT AND DENYING ZONING  
AMENDMENT PETITION  
(Paul Liermann)**

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1 WHEREAS, a petition for a zoning map amendment was submitted by Paul Liermann et  
2 al. on March 29, 2025, to rezone an approximately 5.00 acre parcel of land located in the NW1/4,  
3 NE1/4, Section 29, T19N-R23E, Town of Manitowoc Rapids, from Exclusive Agriculture (EA)  
4 District to Large Estate Residential (LE) District; and  
5

6 WHEREAS, the petition was referred to the Planning and Park Commission for a  
7 recommendation and report; and  
8

9 WHEREAS, the Planning and Park Commission, after providing the required notice, held  
10 a public hearing on April 28, 2025; and  
11

12 WHEREAS, the Planning and Park Commission, after a careful consideration of testimony  
13 and an examination of the facts, recommends that the petition be denied for the reasons stated in  
14 the attached report;  
15

16 NOW, THEREFORE, BE IT RESOLVED that the county board of supervisors of the  
17 county of Manitowoc adopts the report of the Planning and Park Commission and denies the  
18 petition for zoning map amendment submitted by Paul Liermann et al.

Dated this 20th day of May 2025.

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. 

APPROVED: \_\_\_\_\_

Bob Ziegelbauer, County Executive

\_\_\_\_\_  
Date

**RESOLUTION APPROVING TOWN OF NEWTON ZONING  
ORDINANCE**

(Kenneth and Gayle Knauf)

TO THE MANITOWOC COUNTY BOARD OF SUPERVISORS:

1 WHEREAS, the Town of Newton adopted a zoning ordinance pursuant to the authority  
2 granted to towns under Wis. Stat. § 60.62; and  
3

4 WHEREAS, Manitowoc County adopted a zoning ordinance pursuant to the authority  
5 granted to counties under Wis. Stat. § 59.69; and  
6

7 WHEREAS, Wis. Stat. § 60.62(3) provides that town zoning ordinances, and amendments  
8 thereto, are subject to county board approval in counties that have adopted a zoning ordinance  
9 under Wis. Stat. § 59.69; and  
10

11 WHEREAS, the town of Newton amended its zoning ordinance on April 14, 2025 by  
12 rezoning a 5-acre parcel of property owned by Kenneth and Gayle Knauf from A-3 (Farmland  
13 Preservation) District to A-1 (Agriculture/Rural Residential) District in accordance with Wis.  
14 Stat. § 60.62; and  
15

16 WHEREAS, the town of Newton has submitted its amended zoning ordinance to the county  
17 board of supervisors of the county of Manitowoc for approval, and a copy of the amended zoning  
18 ordinance has been provided to each member of the county board for review;  
19

20 NOW, THEREFORE, BE IT RESOLVED that the county board of supervisors of the  
21 county of Manitowoc approves the town of Newton's amended zoning ordinance, which rezones  
22 that certain 5-acre parcel of property owned by Kenneth and Gayle Knauf from A-3 (Farmland  
23 Preservation) District to A-1 (Agriculture/Rural Residential) District and was adopted by the town  
24 board of the town of Newton on April 14, 2025.

Dated this 20th day of May 2025.

Respectfully submitted by

\_\_\_\_\_  
Kevin Behnke, Supervisor, District 12, Chair

FISCAL IMPACT: None.

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