

RICHLAND COUNTY

Finance & Personnel Committee

May 20, 2021

NOTICE OF MEETING

Please be advised that the Richland County Finance and Personnel Committee will convene at 1:00 p.m., Friday, May 21st, 2021 in the County Board Room at 181 W. Seminary Street and via videoconference and teleconference using the following information:

WebEx Videoconference:

<https://richlandcounty.my.webex.com/richlandcounty/my/j.php?MTID=mb9d4630d8b600305e3f04773f4d12cda>

Meeting number: 142 366 4857, Password: richland

WebEx Teleconference: WebEx teleconference phone number: 408-418-9388, Access code: [1423664857##](https://richlandcounty.my.webex.com/richlandcounty/my/j.php?MTID=mb9d4630d8b600305e3f04773f4d12cda)

If you have any trouble accessing the meeting, please contact MIS Director Barbara Scott at 608-649-5922 (phone) or barbara.scott@co.richland.wi.us (email), or Finance & Personnel Committee Chair Shaun Murphy-Lopez at 608-462-3715 (phone/text) or shaun.murphy@co.richland.wi.us (email).

Agenda:

1. Call to order
2. Proof of notification
3. Agenda approval
4. Previous meeting minutes*

Budget

5. Bond rating*
6. Signatory for employee account*
7. Treasurer reports*
8. American Rescue Plan*
9. Capital projects and planning*
10. Salary progression plan*
11. Pine Valley excess funds report*

Personnel

12. Pine Valley reclassification of fiscal clerks*
13. Strategic challenges and goals tracking*

Purchasing

14. Finance and payroll computer (AS400) purchase*

Committee Member Requests & Other Referrals

15. Parks Reallocation of Fund 75 from Viola County Park to Pier Park*
16. HHS staff recruitment and retention report*
17. Broadband planning*
18. Future agenda items

RICHLAND COUNTY

Finance & Personnel Committee

Closed Session

19. Closed Session Pursuant Wisconsin State Statute 19.85 (c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. — Considering Performance Evaluation Data of a Sheriff's Department Employee - Proposal for extending probation
20. Return to open session
21. Possible action on closed session
22. Adjournment

*Meeting materials for items marked with an asterisk may be found at <https://www.co.richland.wi.us/financePersonnelMinutes.shtml>.

CC: Committee Members, County Board, Department Heads, Richland Observer, WRCO, Valley Sentinel, Courthouse Bulletin Board

FINANCE AND PERSONNEL COMMITTEE

May 4, 2021

The Richland County Finance and Personnel Committee convened at 1:00 p.m., Tuesday, May 4th, 2021, in the County Board Room at 181 W. Seminary Street and via videoconference and teleconference.

Committee members present included County Board Supervisors Shaun Murphy-Lopez, Marty Brewer (left at 2:52pm), Marc Couey, Linda Gentes, Melissa Luck, Don Seep, and David Turk(absent).

1. **Call to Order:** Committee Chair Shaun Murphy-Lopez called the meeting to order.
2. **Proof of Notification:** The Committee Chair Shaun Murphy-Lopez verified that the meeting had been properly noticed. Copies of the agenda were sent by email to all Committee members, WRCO and County department heads, a copy was posted on the Courthouse Bulletin Board and a copy was emailed to The Richland Observer and the Valley Sentinel.
3. **Agenda Approval:** Motion by Brewer, second by Couey for approval of the Agenda. All Ayes. Motion carried.
4. **Previous Meeting Minutes:** Motion by Couey, second by Luck for approval of the minutes for the April 16, 2021 meeting of the Finance and Personnel Committee. All Ayes. Motion carried.
5. **Fund review*:** No motion/action on this item.
6. **Capital improvements review prioritization*:** Motion by Brewer, second by Seep to accept capital improvement & capital projects review prioritization list as presented with possible future action when stimulus funding is defined. No vote. Motion by Murphy-Lopez, second by Gentes to postpone acceptance of the capital improvement & capital projects review prioritization list as presented with possible future action when stimulus funding is defined until May 21st meeting. 5 Ayes 1 Nay. Motion Carried.
7. **Salary Plan Progression:** Motion by Seep, second by Murphy-Lopez to implement Option #2 to initiate a step increase for 2022 budget year. Roll Call vote: 3 ayes 3 Nays. Motion defeated. Motion by Brewer second by Couey to implement option #1 to initiate the aging wage schedule. Roll Call Vote 3 & 3. Motion by Murphy, second by Gentes to postpone until the May 24th meeting. Roll Call vote: 6 ayes. Motion carries.
8. **Process for developing 2022 operating budget*:** Motion by Murphy-Lopez, second by Brewer for the departments to present preliminary budgets directly to the Finance & Personnel Committee. All Ayes. Motion carried. Motion by Seep, second by Gentes to have the supervisory committee approval. All Ayes. Motion carried.
9. **Update Accounts Payable Specialist job position name*:** Motion by Luck, second by Couey to approve changes in the Richland County Handbook, Wages Schedule reflecting the name change to Deputy Clerk/Accounts Payable Specialist. All Ayes. Motion carried.

10. Create 5 positions in HHS*: Motion by Seep, second by Gentes to approve adding the 5 Southwest Workforce Development Board (SWWDB) leased staff members as full-time county positions within Health & Human Services. Roll Call vote 3 Ayes & 3 Nays, motion defeated.

11. Eliminate Assistant Shop Foreman & Create Highway Mechanic position*: Motion by Brewer, second by Seep to 1) Eliminate the Highway Assistant Shop Foreman position (Grade H). 2) Create (an additional) Highway Mechanic positions (Grade G). 3) Approve wage modifier, of half-grade, for (both) the Highway Mechanic positions to be included in the Highway Handbook Addendum. 4) Present resolution to the County Board with necessary policy document changes. Motion by Murphy-Lopez, second by Couey to amend original motion to add to the wording “to replace wage modification and allow Highway commissioner to put them at step 4” All Ayes, motion carried.

Amended motion to 1) Eliminate the Highway Assistant Shop Foreman position (Grade H). 2) Create (an additional) Highway Mechanic positions (Grade G). 3) Approve wage, for (both) the Highway Mechanic positions to be included in the Highway Handbook Addendum. 4) Present resolution to the County Board with necessary policy document changes. Also to allow the Highway Commissioner to put them at step 4. All Ayes, amended motion carried.

12. Finance/Payroll Computer System: Motion by Couey, second by Luck to approve the one years' extension of the existing service contract with Avenu Enterprise Solutions, LLC, as entered under emergency authorization in February following a system failure. All Ayes. Motion carried

13. Highway projects using short-term borrowing funds*: Motion by Luck, second by Couey to approve Highway Department to use \$650,000 of short-term funds to be used in county truck improvements. All Ayes. Motion carried.

14. Mask Mandate: Motion by Murphy-Lopez, second by Luck to refer the issues of requiring masks in county-owned buildings to the Health & Human Services Board. All Ayes. Motion carried.

15. Strategic Planning: Motion by Murphy-Lopez, second by Gentes to refer discussion & possible adoption of the Richland County Strategic Plan 2021-2024 as developed through South West Regional Planning Commission to a special session of the county board. All Ayes. Motion carried.

Motion by Murphy-Lopez, second by Couey to recess for 5 minutes and returned at 3:19pm

16. Closed Session Pursuant to Wisconsin State Statute 19.85: (e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session —Union negotiations. Motion by Luck, second by Couey to go into closed session. Ally Ayes. Motion carried.

17. Return to open session: Motion by Gentes, seconded by Couey to return to open session. All Ayes. Motion Carried.

18. Possible Action on items discussed in closed session: No action taken.

19. Future agenda items: none offered.

20. Adjournment: Motion to adjourn to May 21st, 2021 by Couey, seconded by Luck. All Ayes. Motion Carried.

Josh Bell
Richland County — Accounting Supervisor

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Bond Rating

Department	County Board	Presented By:	Shaun Murphy-Lopez
Date of Meeting:	May 21 st , 2021	Action Needed:	Vote
Disclosure:	Open	Authority:	Committee Structure Item F
Date submitted:	May 20 th , 2021	Referred by:	n/a

Recommendation and/or action language:

Recommend a motion to schedule a meeting between the Finance & Personnel Committee and Moody's Investor Services.

Background:

The County's current bond rating is A3. Our credit rating agency is Moody's Investor Services, which rates government agencies using the scale shown in Attachment A – Wikipedia Article on Bond Credit Rating. A comparison to our neighboring counties (as of January 2020) shows that Richland County has the lowest bond rating, which may result in higher interest rates on future borrowing:

Credit Rating	County
Aaa	
Aa1	Sauk
Aa2	Iowa
Aa3	Grant, Vernon
A1	Crawford
A2	
A3	Richland
Baa1	

Richland County's bond rating was decreased from A2 to A3 in March of 2018, according to Attachment B – Rating Change. Reasons given included an above average debt burden, weak financial operations, and financial support for our nursing home enterprise. Factors given that could lead to an upgrade were sustained improvement in fund balance County-wide and at the nursing home, as well as sustained growth and expansion of the county's tax base and economy.

In February 2020, Moody's maintained the County's bond rating at A3. See Attachment C – Rating Maintained. In addition to the above factors that could lead to an upgrade, an additional factor of "moderation of debt and pension burdens" was added. Data for each of these factors has been gathered in Appendix D – Bond Rating Factors.

A meeting is recommended between this committee and representatives of Moody's Investor Services, to discuss future goals and a schedule for updates to our bond rating.

Attachments and References:

Attachment A: Wikipedia Article on Bond Credit Rating	Attachment C: Rating Maintained
Attachment B: Rating Change	Attachment D: Bond Rating Factors

Richland County Finance and Personnel Committee

Agenda Item Cover

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input checked="" type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Approval:

Review:

Department Head

Administrator, or Elected Office (if applicable)

Rating tier definitions [\[edit \]](#)

Moody's	S&P	Fitch	Credit worthiness ^{[6][7]}
Aaa	AAA	AAA	An obligor has EXTREMELY STRONG capacity to meet its financial commitments.
Aa1	AA+	AA+	An obligor has VERY STRONG capacity to meet its financial commitments. It differs from the highest-rated obligors only to a small degree.
Aa2	AA	AA	
Aa3	AA−	AA−	
A1	A+	A+	An obligor has STRONG capacity to meet its financial commitments but is somewhat more susceptible to the adverse effects of changes in circumstances and economic conditions than obligors in higher-rated categories.
A2	A	A	
A3	A−	A−	
Baa1	BBB+	BBB+	An obligor has ADEQUATE capacity to meet its financial commitments. However, adverse economic conditions or changing circumstances are more likely to lead to a weakened capacity of the obligor to meet its financial commitments.
Baa2	BBB	BBB	
Baa3	BBB−	BBB−	
Ba1	BB+	BB+	An obligor is LESS VULNERABLE in the near term than other lower-rated obligors. However, it faces major ongoing uncertainties and exposure to adverse business, financial, or economic conditions which could lead to the obligor's inadequate capacity to meet its financial commitments.
Ba2	BB	BB	
Ba3	BB−	BB−	
B1	B+	B+	An obligor is MORE VULNERABLE than the obligors rated 'BB', but the obligor currently has the capacity to meet its financial commitments. Adverse business, financial, or economic conditions will likely impair the obligor's capacity or willingness to meet its financial commitments.
B2	B	B	
B3	B−	B−	
Caa	CCC	CCC	An obligor is CURRENTLY VULNERABLE, and is dependent upon favourable business, financial, and economic conditions to meet its financial commitments.
Ca	CC	CC	An obligor is CURRENTLY HIGHLY-VULNERABLE.
	C	C	The obligor is CURRENTLY HIGHLY-VULNERABLE to nonpayment. May be used where a bankruptcy petition has been filed.
C	D	D	An obligor has failed to pay one or more of its financial obligations (rated or unrated) when it became due.
e, p	pr	Expected	Preliminary ratings may be assigned to obligations pending receipt of final documentation and legal opinions. The final rating may differ from the preliminary rating.
WR		WD	Rating withdrawn for reasons including: debt maturity, calls, puts, conversions, etc., or business reasons (e.g. change in the size of a debt issue), or the issuer defaults. ^[3]
Unsolicited	Unsolicited		This rating was initiated by the ratings agency and not requested by the issuer.
	SD	RD	This rating is assigned when the agency believes that the obligor has selectively defaulted on a specific issue or class of obligations but it will continue to meet its payment obligations on other issues or classes of obligations in a timely manner.
NR	NR	NR	No rating has been requested, or there is insufficient information on which to base a rating.

NOTICE TO MUNICIPAL SECURITIES RULEMAKING BOARD
MATERIAL EVENT

Rating Change
Pursuant to SEC Rule 15c2-12

ISSUER: Richland County, Wisconsin

SIX-DIGIT CUSIP: 763716

REPORTABLE EVENT: **Rating Change**

Moody's Investors Service, Inc. has downgraded Richland County's general obligation rating from "A2" to "A3" and has removed the Negative Outlook.

Attached is Moody's Credit Opinion dated March 16, 2018 supporting the rating update.

This rating reflects the views of Moody's Investors Service, Inc., and an explanation of the significance of such ratings may be obtained from Moody's website at www.moodys.com.

Filing Date: March 21, 2018

The Issuer has authorized Wisconsin Public Finance Professionals, LLC, as dissemination agent, to distribute this information publicly.

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CREDIT OPINION

16 March 2018

Rate this Research



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Richland (County of) WI

Update following downgrade of GO to A3

Summary

Richland County, WI (A3) has a modest but stable tax base. Its debt burden is above average, but should moderate with the absence of borrowing plans in the coming year. Financial operations were weak in recent years and the county's operating fund balance and liquidity fell to very narrow levels. Concurrently, operations of the county's nursing home enterprise were weak and required steady financial support from the governmental funds. Recent budgetary adjustments should reduce or eliminate the county's underlying budgetary gap. And recent borrowing for capital projects will help improve and stabilize liquidity. Nursing home liquidity is estimated to have improved in the last year as well, but county ownership will remain a long-term enterprise risk.

On March 15, we downgraded the county's general obligation rating to A3 from A2.

Credit strengths

- » Stable and diverse tax base
- » Anticipated improvement in fund balance and liquidity in the recently ended fiscal 2017
- » Recent budgetary adjustments should reduce the county's underlying budget gap in fiscal 2018

Credit challenges

- » Rapidly growing health and human services expenses
- » Long-term enterprise risk associated with nursing home ownership
- » Narrow operating liquidity

Rating outlook

Outlooks are typically not assigned to local governments with this amount of debt.

Factors that could lead to an upgrade

- » Sustained improvement in fund balance and liquidity in both operating funds and the county's nursing home
- » Sustained growth and expansion of the county's tax base and economy

Factors that could lead to a downgrade

- » Continued negative variances in health and human services expenditures leading to pressure on operating liquidity
- » Deterioration in the county's tax base and demographic profile
- » Escalated enterprise risk that impacts the county's financial operations

Key indicators

Exhibit 11

Key Indicators Table

Richland (County of) WI	2012	2013	2014	2015	2016
Economy/Tax Base					
Total Full Value (\$000)	\$1,062,334	\$1,037,181	\$1,053,070	\$1,072,880	\$1,113,581
Population	18,020	17,911	17,842	17,746	17,476
Full Value Per Capita	\$58,953	\$57,908	\$59,022	\$60,458	\$63,721
Median Family Income (% of USMedian)	85.0%	85.3%	86.3%	84.9%	84.9%
Finances					
Operating Revenue (\$000)	\$15,678	\$15,600	\$15,435	\$16,032	\$17,167
Fund Balance (\$000)	\$2,758	\$2,760	\$2,495	\$1,459	\$1,196
Cash Balance (\$000)	\$2,473	\$2,364	\$1,685	\$1,036	\$809
Fund Balance as a % of Revenues	17.6%	17.7%	16.2%	9.1%	7.0%
Cash Balance as a % of Revenues	15.8%	15.2%	10.9%	6.5%	4.7%
Debt/Pensions					
Net Direct Debt (\$000)	\$5,025	\$4,710	\$4,420	\$15,620	\$25,310
3-Year Average of Moody's ANPL (\$000)	\$7,158	\$8,944	\$12,197	\$16,618	\$23,743
Net Direct Debt / Operating Revenues (x)	0.3x	0.3x	0.3x	1.0x	1.5x
Net Direct Debt / Full Value (%)	0.5%	0.5%	0.4%	1.5%	2.3%
Moody's - adjusted Net Pension Liability (3-yr average) to Revenues (x)	0.5x	0.6x	0.8x	1.0x	1.4x
Moody's - adjusted Net Pension Liability (3-yr average) to Full Value (%)	0.7%	0.9%	1.2%	1.5%	2.1%

Source: Audited Financial Statements, Moody's Investors Service

Profile

Richland County is located in southwestern Wisconsin (Aa1 stable), along the Wisconsin River, approximately 60 miles northwest of Madison (Aaa stable). The county encompasses 584 square miles with an estimated 2017 population of 17,896.

Detailed credit considerations

Economy and tax base: stable economy with moderately sized tax base

Richland County, WI benefits from a moderately sized tax base of \$1.1 billion in full value, growing at a stable rate of roughly 2% per year. The tax base is diverse, with the ten largest taxpayers making up less than 6% of the base and spread over the dairy, retail, and healthcare industries. County unemployment reached a low 2.4% as of December 2017, although the labor force shrunk from an estimated 10,500 labor force participants in 2009 to 9,500 in 2017. Median family income is a modest 85% of the US median family income. Richland County is a mature community with a median age of 44 and 20% of the population at age 65 or older. This compares to the state's median age of 39 and 15% over the age of 65.

This publication does not announce a credit rating action. For any credit ratings referenced in this publication, please see the ratings tab on the issuer/entity page on www.moodys.com for the most updated credit rating action information and rating history.

Financial operations and reserves: healthcare exposure and nursing home enterprise narrows reserves, major credit challenge but likely to improve

The county's greatest challenge has been controlling health and human services costs to accommodate local healthcare programs. Tied into this is long-term enterprise risk associated with owning and operating a nursing home. Moody's maintains a negative outlook on public healthcare services and enterprises due to declining operating cash flows and an expected continued contraction of 2-4% through 2018. Furthermore, exposure to government payors increases risk with low reimbursement rates. Expense inflation is also growing due to rising labor costs and nursing shortages. The county's nursing home is primarily Medicaid funded and is also exposed to state and county financial aid.

In 2016, the county collected \$17.2 million in operating revenue composed primarily of intergovernmental revenues (42% of total), property taxes (26%), and charges for services (20%). Expenditures were largely consisted of health and human services (50% of operating expenditures) and public safety (22%).

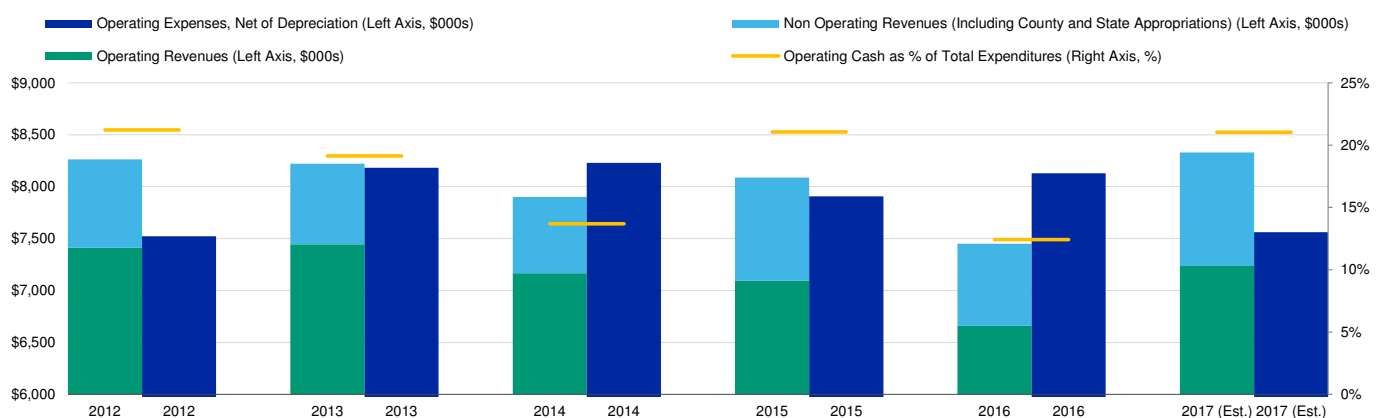
Health and human services (HHS) costs grew substantially from \$7.4 million in 2014 to \$8.4 million in 2015 and to \$8.7 million in 2016. These cost increases due to court ordered out-of-home placements contributed to a \$1.3 million operating shortfall (8% of operating revenues) in 2015 and a \$323,000 operating shortfall (2% of operating revenues) in 2016. Draws on reserves to cover the difference left available fund balance at \$1.2 million (7% of operating revenues) in 2016, down from \$2.5 million (16% of operating revenues) in 2014. On a positive note, the operating deficit in 2016 was half of what the county originally anticipated.

In 2017, the county estimates a roughly \$196,000 operating deficit before transfers in, which include property tax transfers from other non-operating funds (described more in the liquidity section). For the 2018 budget, the county made a substantial increase in HHS allocations of roughly \$500,000 in additional funding after adopting a \$1.5 million increase in its total tax levy to address rising debt service and cutting other department expenditures. We expect the county's operating deficit to continue shrinking, although achieving fully balanced operations may remain a challenge.

The operating deficit in the nursing home enterprise unit grew from \$813,000 in 2015 to \$1.5 million in 2016, before transfers. This was partly the result of a delay in opening following expansion. Estimates for fiscal 2017 suggest a smaller operating deficit of \$330,000 before receipt of state supplemental payments. With the state payments, the nursing home's net income was positive and liquidity is estimated to improve to \$1.8 million, or 77 days of operating expenses. Despite this improvement, because of the nursing home's high Medicaid exposure (73% of payor mix), high reliance on external state supplemental payments (10% of total revenues), challenges in the nursing home industry, and our negative outlook on healthcare generally, we consider the nursing home enterprise to remain a major credit risk for the county.

Exhibit 2.2

Nursing home operations expected to stabilize in 2017 after major shortfall in 2016



2017 estimates based on county's internal accounting.

Source: Richland County's audited financial statements, Moody's Investors Service

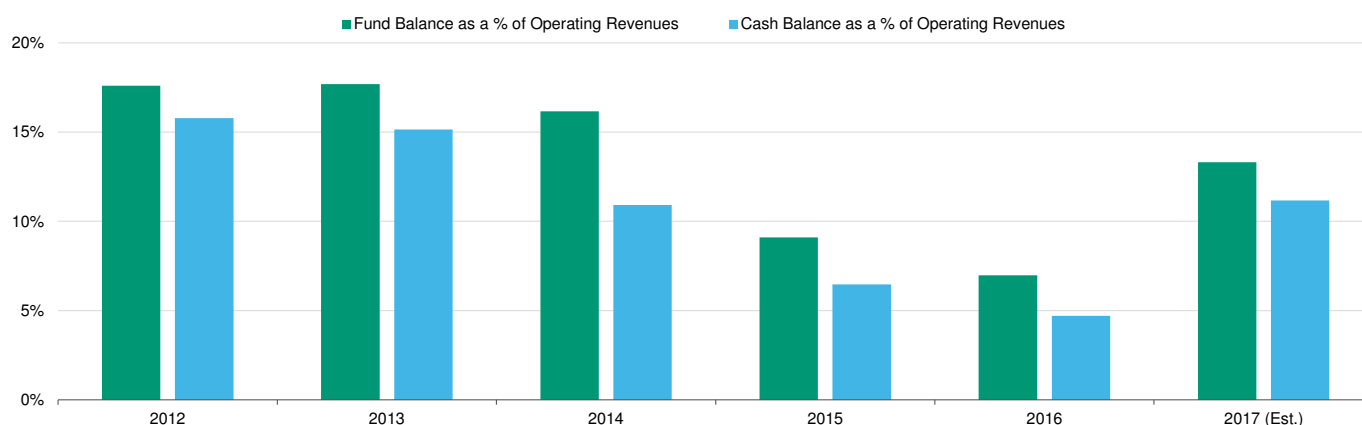
LIQUIDITY

The county's operating cash reserves narrowed to \$809,000 or 4.7% of operating revenue by 2016, down from \$2.4 million and 15% in 2013 due to operating pressures. Across all governmental and business funds, the county maintained \$3.8 million in cash in 2016 compared to roughly \$30 million in total county revenues. This liquidity was comprised of \$1 million in nursing home cash, \$1.8 million in highway fund cash, and \$1 million in general governmental funds.

To inject liquidity into its operating funds in 2017, the county directed \$1.4 million in property taxes typically dedicated for pay-go highway capital improvements to the general fund. The county borrowed from state trust funds \$1.3 million to continue funding annual highway capital projects without the pay-go mechanism, trading a small increase in debt service (with an unlimited debt levying power) with a much needed infusion of liquidity. This property tax transfer is expected to fill the \$196,000 operating deficit in 2017 and add \$1.2 million to reserves, likely increasing liquidity to \$2 million or roughly 11% of operating revenues in 2017. But unless the county takes on further debt or defers highway maintenance, the \$1.4 million property tax repurposed to the general fund in fiscal 2017 will likely be needed to support highway programs again in the coming years.

Exhibit 3 3

Narrowing reserves into 2016, likely to recover somewhat in 2017



2017 estimates based on county's internal accounting; audit forthcoming.

Source: Audited financial statements, Richland County, Moody's Investors Service

Debt and pensions: above average leverage but liabilities manageable

Richland County, WI maintains above average leverage with debt outstanding equalling 2.3% of the county's full value and 1.5x operating revenue in 2016. The additional 2017 loans for highway and other capital improvements have a very modest impact on total leverage. Scheduled debt service will increase from \$468,000 in 2016 to \$1.8 million in 2018 and furthermore to its maximum annual debt service of \$2.2 million in 2020. All debt is levied for and covered by the unlimited taxing power of the county, and the county recently increased its local levy to cover upcoming debt service expenditures. The county has no plans to issue additional debt in the next twelve months.

DEBT STRUCTURE

The county's debt portfolio is comprised of fixed rate GO bonds and notes. Amortization of existing debt is below average, with 53% of debt retired in the next ten years.

DEBT-RELATED DERIVATIVES

The county is not a party to any interest rate swap or derivative agreements.

PENSIONS AND OPEB

The three-year average Moody's adjusted net pension liability (ANPL) for the county was \$23.7 million as of 2016, equivalent to 2.1% of full value or 1.4x operating revenue. The pension plan is managed by the multi-employer, cost-sharing Wisconsin Retirement System (WRS). While this figure has increased over prior years, the county's pension burden, like that of most Wisconsin local governments, remains lower than many US local government pension burdens.

Moody's uses a market-based interest rate to value accrued liabilities in calculating a local government's ANPL. The ANPL is not intended to replace a government's reported liability information but is used to enhance comparability with other rated entities. The county does not provide other post employment benefits (OPEB).

Management and governance: moderate institutional framework

Wisconsin counties have an Institutional Framework score of A, which is moderate. Institutional Framework scores measure a sector's legal ability to increase revenues and decrease expenditures. The sector's major revenue source, property tax revenue, is subject to a cap which limits increases to amounts represented by net new construction growth. Revenues and expenditures tend to be predictable. Across the sector, fixed and mandated costs are generally moderate. Counties have a high ability to reduce expenditures, as workforces are mainly comprised of non-public safety employees, for whom collective bargaining is limited.

Richland County's management team has responded to the county's financial challenges by restructuring departments, raising levies, generating liquidity, and improving nursing home operations. The county has tools to further improve near term liquidity by offsetting traditionally pay go capital improvements through borrowing. These tools to address operating challenges that could, in part, result from ownership of a nursing home, are a key consideration in the current rating.

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Asia Pacific	852-3551-3077
Japan	81-3-5408-4100
EMEA	44-20-7772-5454

Rating Action: Moody's assigns A3 to Richland County, WI's GO notes

12 Feb 2020

New York, February 12, 2020 -- Moody's Investors Service has assigned an A3 rating to Richland County, WI's \$3.0 million General Obligation Promissory Notes. Moody's maintains an A3 rating on the county's outstanding general obligation unlimited tax (GOULT) debt. The county will have \$25.7 million in outstanding Moody's rated GOULT debt by the closing date of the sale.

RATINGS RATIONALE

The A3 rating reflects the county's improved financial position and adequate reserves, stable and moderately sized tax base in southwestern Wisconsin (Aa1 stable), an aging population and above average debt and pension burdens. The rating also considers the contingent risk associated with nursing home operations and health and human services given high public payor dependence and potential volatility in the health services landscape. These factors remain a credit challenge even though the county has implemented operational efficiencies related to its both its nursing home and health and human services within the past two years.

RATING OUTLOOK

Outlooks are generally not assigned to local government credits with this amount of debt.

FACTORS THAT COULD LEAD TO AN UPGRADE

- Sustained improvement in fund balance and liquidity in both operating funds and the county's nursing home
- Sustained growth and expansion of the county's tax base and economy
- Moderation of debt and pension burdens

FACTORS THAT COULD LEAD TO A DOWNGRADE

- Declines in fund balance and liquidity
- Escalated enterprise risk that negatively impacts the county's financial operations
- Deterioration in the county's tax base and demographic profile
- Large increase in debt or pension burdens

LEGAL SECURITY

The General Obligation Promissory Notes are secured by the full faith, credit and resources of the county with ad valorem property taxes levied without limitation as to rate or amount.

USE OF PROCEEDS

Proceeds of the General Obligation Promissory Notes will finance various capital needs including roofing projects, technology, highway and park projects, dam repair, an ambulance garage, vehicles and courthouse equipment.

PROFILE

Richland County is in southwestern Wisconsin, along the Wisconsin River, approximately 60 miles northwest of Madison (Aaa stable). The county encompasses 584 square miles and serves a resident population of approximately 18,007. The county provides health and human services, an assisted living and skilled nursing home facility, public safety and highway infrastructure.

METHODOLOGY

The principal methodology used in this rating was US Local Government General Obligation Debt published in September 2019. Please see the Rating Methodologies page on www.moodys.com for a copy of this methodology.

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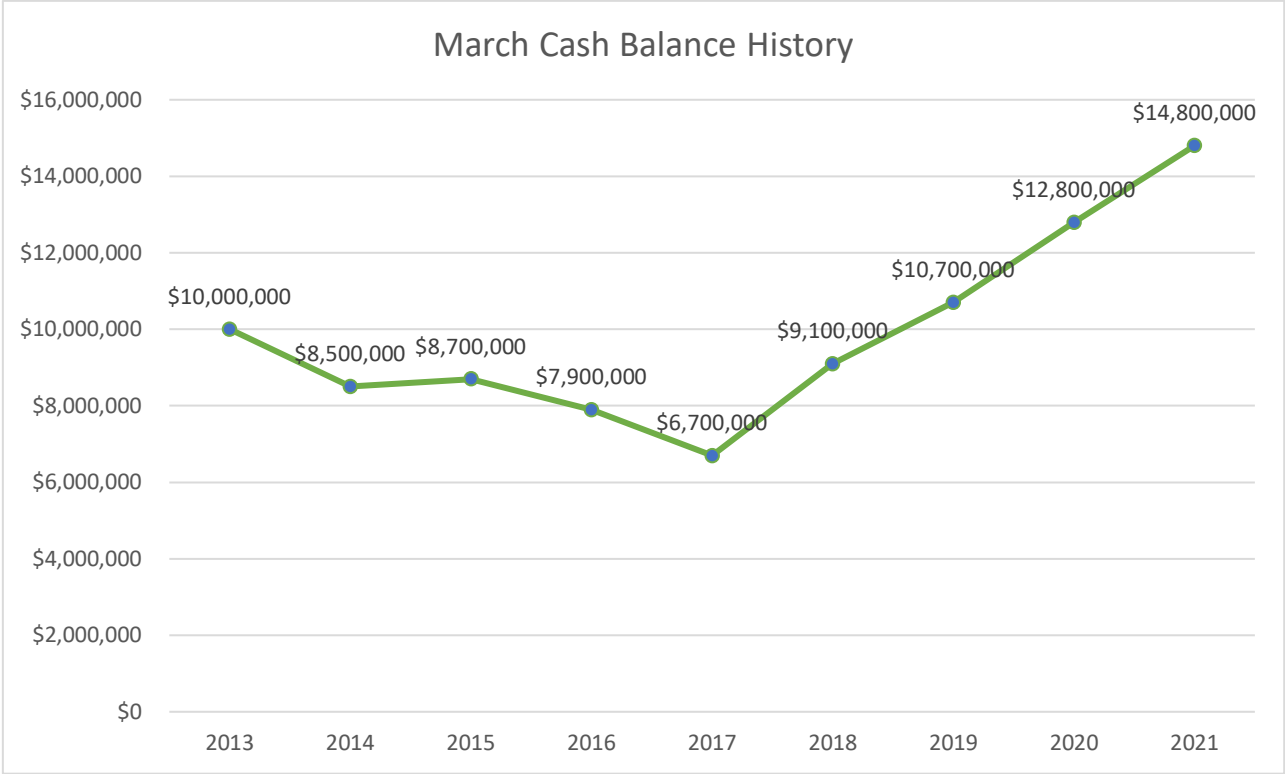
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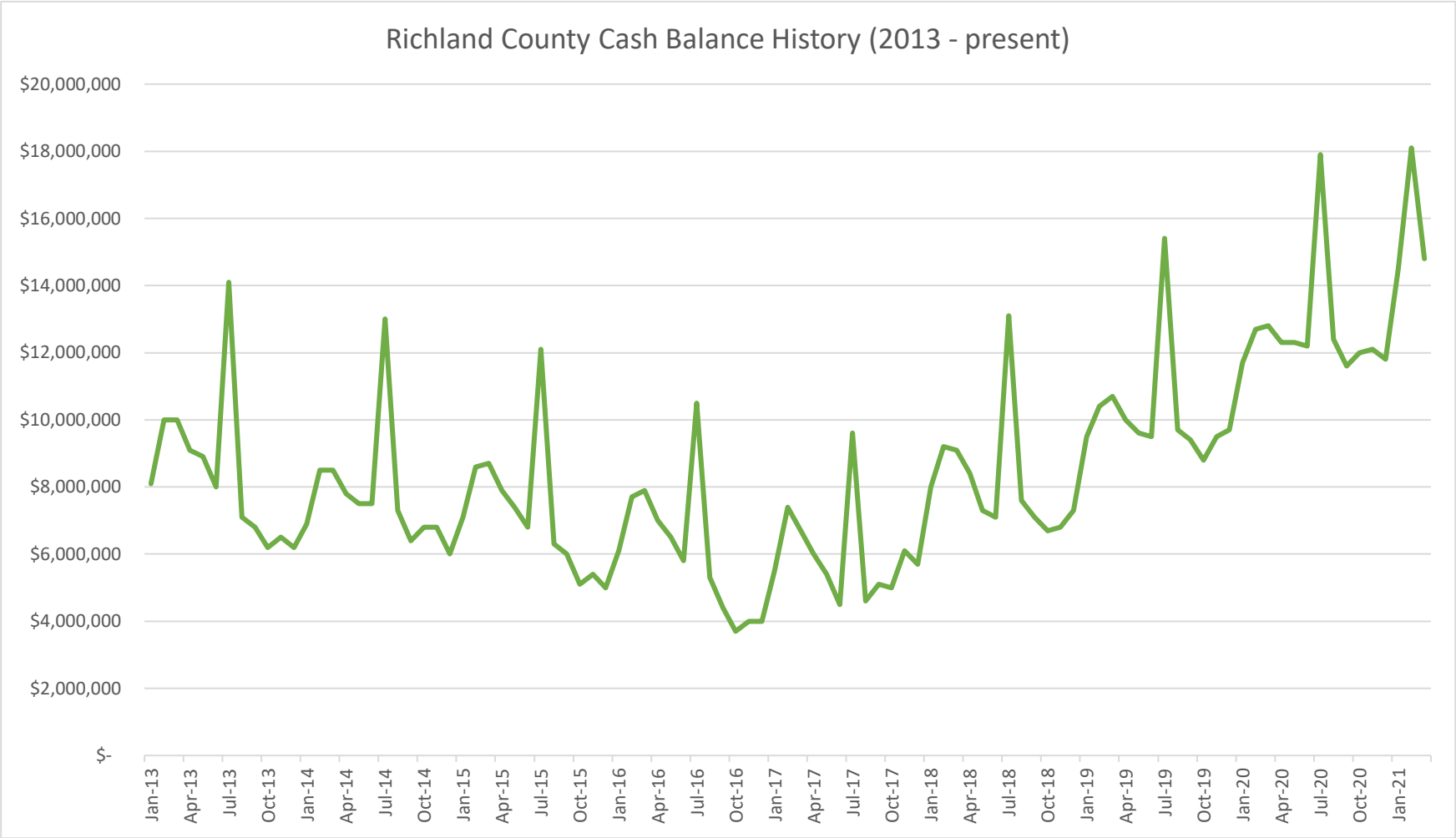
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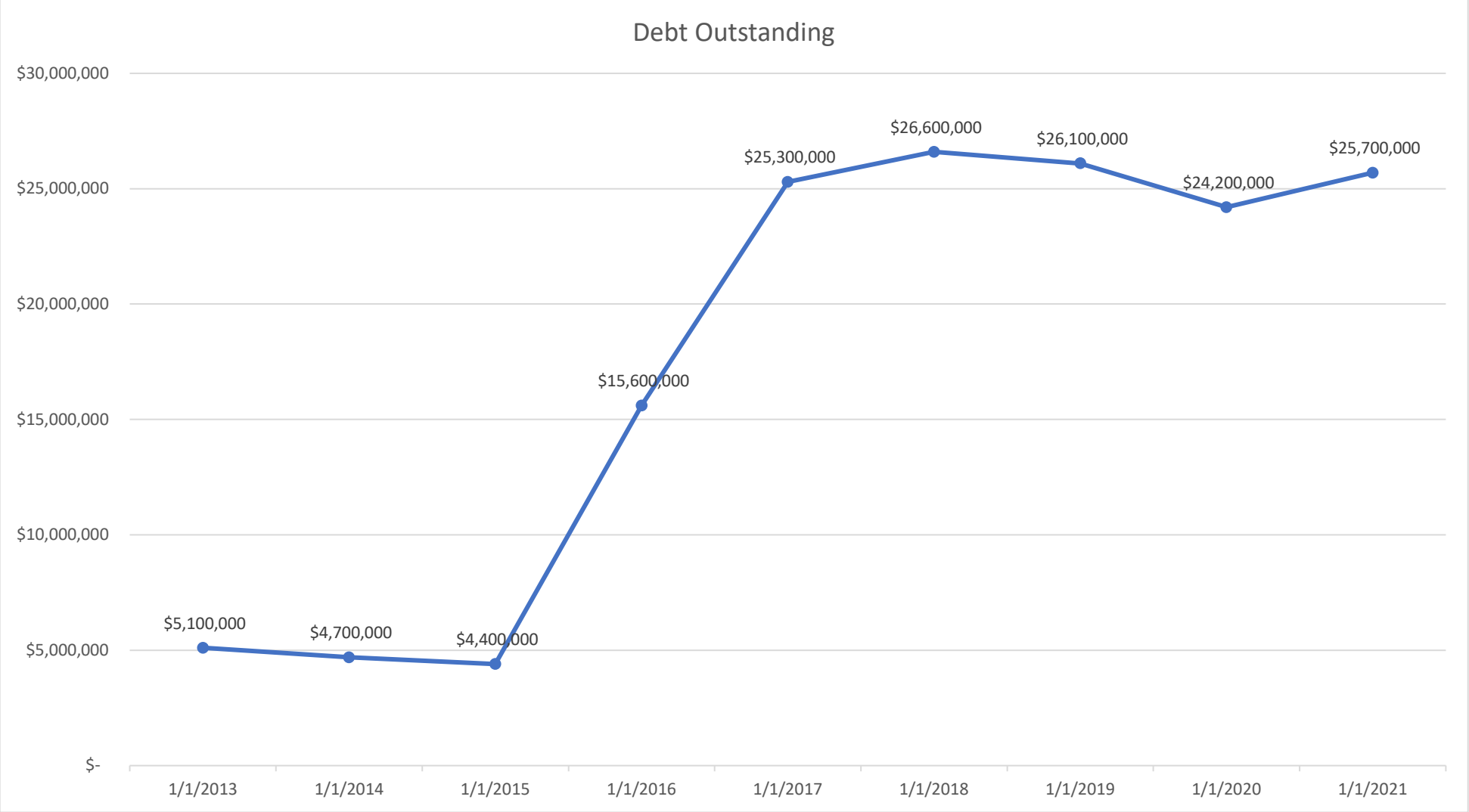
Year	March Cash Balance History
2013	\$10,000,000
2014	\$8,500,000
2015	\$8,700,000
2016	\$7,900,000
2017	\$6,700,000
2018	\$9,100,000
2019	\$10,700,000
2020	\$12,800,000
2021	\$14,800,000



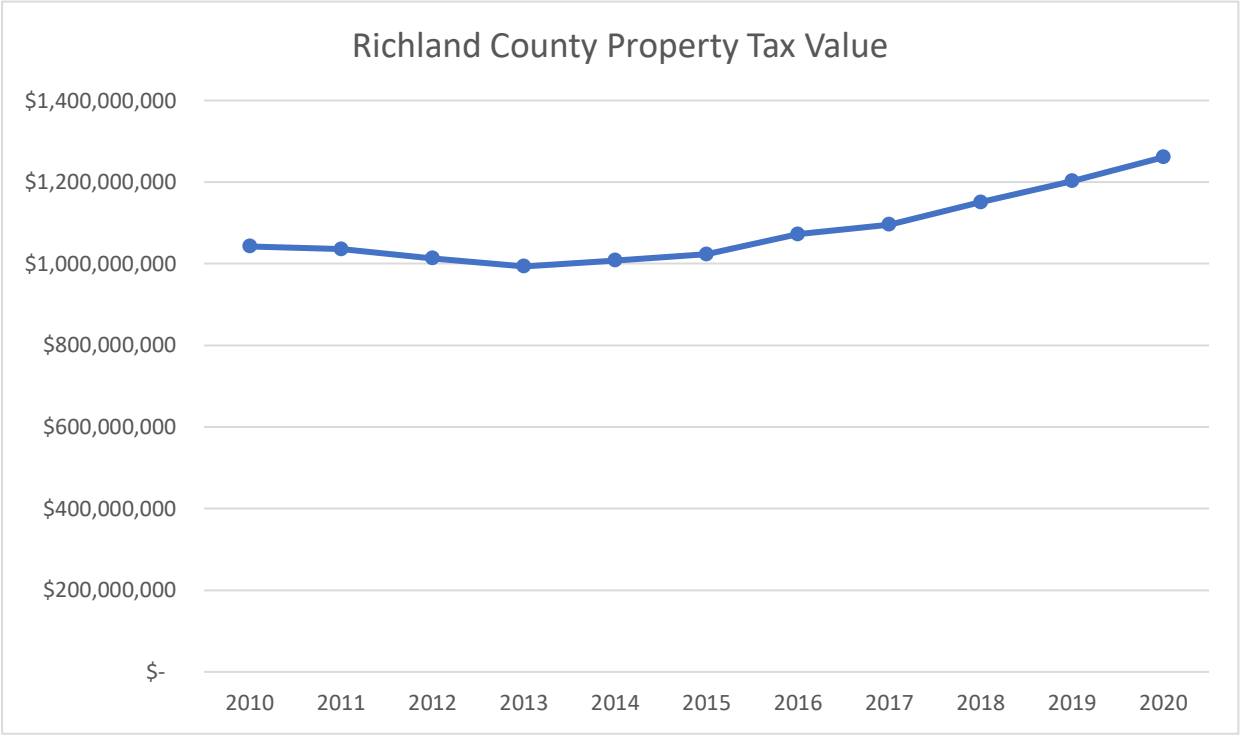
Jan-13	\$ 8,100,000
Feb-13	\$ 10,000,000
Mar-13	\$ 10,000,000
Apr-13	\$ 9,100,000
May-13	\$ 8,900,000
Jun-13	\$ 8,000,000
Jul-13	\$ 14,100,000
Aug-13	\$ 7,100,000
Sep-13	\$ 6,800,000
Oct-13	\$ 6,200,000
Nov-13	\$ 6,500,000
Dec-13	\$ 6,200,000
Jan-14	\$ 6,900,000
Feb-14	\$ 8,500,000
Mar-14	\$ 8,500,000
Apr-14	\$ 7,800,000
May-14	\$ 7,500,000
Jun-14	\$ 7,500,000
Jul-14	\$ 13,000,000
Aug-14	\$ 7,300,000
Sep-14	\$ 6,400,000
Oct-14	\$ 6,800,000
Nov-14	\$ 6,800,000
Dec-14	\$ 6,000,000
Jan-15	\$ 7,100,000
Feb-15	\$ 8,600,000
Mar-15	\$ 8,700,000
Apr-15	\$ 7,900,000
May-15	\$ 7,400,000
Jun-15	\$ 6,800,000
Jul-15	\$ 12,100,000
Aug-15	\$ 6,300,000
Sep-15	\$ 6,000,000
Oct-15	\$ 5,100,000
Nov-15	\$ 5,400,000
Dec-15	\$ 5,000,000
Jan-16	\$ 6,100,000
Feb-16	\$ 7,700,000
Mar-16	\$ 7,900,000
Apr-16	\$ 7,000,000
May-16	\$ 6,500,000
Jun-16	\$ 5,800,000
Jul-16	\$ 10,500,000
Aug-16	\$ 5,300,000
Sep-16	\$ 4,400,000
Oct-16	\$ 3,700,000
Nov-16	\$ 4,000,000
Dec-16	\$ 4,000,000
Jan-17	\$ 5,500,000
Feb-17	\$ 7,400,000
Mar-17	\$ 6,700,000
Apr-17	\$ 6,000,000
May-17	\$ 5,400,000
Jun-17	\$ 4,500,000
Jul-17	\$ 9,600,000
Aug-17	\$ 4,600,000
Sep-17	\$ 5,100,000
Oct-17	\$ 5,000,000
Nov-17	\$ 6,100,000
Dec-17	\$ 5,700,000
Jan-18	\$ 8,000,000
Feb-18	\$ 9,200,000
Mar-18	\$ 9,100,000
Apr-18	\$ 8,400,000
May-18	\$ 7,300,000
Jun-18	\$ 7,100,000
Jul-18	\$ 13,100,000
Aug-18	\$ 7,600,000
Sep-18	\$ 7,100,000
Oct-18	\$ 6,700,000
Nov-18	\$ 6,800,000
Dec-18	\$ 7,300,000
Jan-19	\$ 9,500,000
Feb-19	\$ 10,400,000
Mar-19	\$ 10,700,000
Apr-19	\$ 10,000,000
May-19	\$ 9,600,000
Jun-19	\$ 9,500,000
Jul-19	\$ 15,400,000
Aug-19	\$ 9,700,000



Sep-19	\$ 9,400,000
Oct-19	\$ 8,800,000
Nov-19	\$ 9,500,000
Dec-19	\$ 9,700,000
Jan-20	\$ 11,700,000
Feb-20	\$ 12,700,000
Mar-20	\$ 12,800,000
Apr-20	\$ 12,300,000
May-20	\$ 12,300,000
Jun-20	\$ 12,200,000
Jul-20	\$ 17,900,000
Aug-20	\$ 12,400,000
Sep-20	\$ 11,600,000
Oct-20	\$ 12,000,000
Nov-20	\$ 12,100,000
Dec-20	\$ 11,800,000
Jan-21	\$ 14,500,000
Feb-21	\$ 18,100,000
Mar-21	\$ 14,800,000



Year	Tax Value (rounded)	
2010	\$	1,042,400,000
2011	\$	1,035,800,000
2012	\$	1,013,200,000
2013	\$	993,400,000
2014	\$	1,007,800,000
2015	\$	1,023,300,000
2016	\$	1,072,100,000
2017	\$	1,095,700,000
2018	\$	1,150,700,000
2019	\$	1,202,500,000
2020	\$	1,260,900,000



Richland County Committee

Agenda Item Cover

Agenda Item Name: Clerk Signature Authority on Bank Accounts

Department	Administration	Presented By:	Administrator
Date of Meeting:	May 21st, 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	
Date submitted:	May 20 th , 2021	Referred by:	
Action needed by no later than (date)	N/A	Resolution	<u>N/A</u> , prepared, reviewed

Recommendation and/or action language:

Motion to ... authorize the addition of Derek Kalish, County Clerk to the list of authorized representatives of Richland County Bank accounts with signature authority; and to remove Victor Vlasak, former County Clerk from the Richland County accounts.

Background: *(preferred one page or less with focus on options and decision points)*

The current authorized representatives for the Richland County account are: Julie Keller, Josh Bell, Clinton Langreck and Victor Vlasak. The bank requires minutes/action by the Richland County Finance and Personnel Committee to add and remove names from the authorization list and granting signature authority.

Attachments and References:

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)

	2015	2016	2017	2018	2019	2020	2021
JANUARY	\$7,066,323.71	\$6,078,108.02	\$5,447,010.27	\$8,018,303.19	\$9,543,883.16	\$11,716,588.09	\$14,450,875.18
FEBRUARY	\$8,592,407.68	\$7,743,112.49	\$7,376,962.47	\$9,202,554.18	\$10,364,895.42	\$12,664,057.62	\$18,099,604.53
MARCH	\$8,650,296.04	\$7,899,929.04	\$6,654,599.38	\$9,142,209.89	\$10,727,961.25	\$12,793,506.26	\$14,769,999.22
APRIL	\$7,923,103.35	\$6,950,407.15	\$5,946,959.12	\$8,385,357.31	\$10,036,770.09	\$12,344,283.64	\$14,385,702.89
MAY	\$7,414,140.57	\$6,499,349.23	\$5,383,385.17	\$7,250,287.73	\$9,618,767.91	\$12,308,581.51	
JUNE	\$6,789,851.35	\$5,752,225.50	\$4,451,103.22	\$7,093,184.38	\$9,520,508.94	\$12,242,011.03	
JULY	\$12,072,884.72	\$10,478,351.86	\$9,560,594.21	\$13,141,528.18	\$15,432,791.06	\$17,872,254.40	
AUGUST	\$6,301,050.96	\$5,266,829.12	\$4,554,244.78	\$7,573,108.74	\$9,744,696.28	\$12,420,159.39	
SEPTEMBER	\$6,006,902.50	\$4,418,935.63	\$5,089,736.34	\$7,133,175.26	\$9,435,915.97	\$11,623,978.29	
OCTOBER	\$5,074,860.95	\$3,678,970.93	\$4,939,696.86	\$6,647,089.88	\$8,826,385.54	\$12,012,006.64	
NOVEMBER	\$5,378,798.68	\$4,041,446.06	\$6,099,117.17	\$6,792,480.83	\$9,538,141.40	\$12,118,826.82	
DECEMBER	\$5,011,432.20	\$4,044,131.85	\$5,738,182.72	\$7,310,288.42	\$9,658,984.85	\$11,763,941.31	

**RICHLAND COUNTY
SALES TAX HISTORY**

	2018	2019	2020	2021
JANUARY	\$75,556.90	\$102,699.41	\$106,038.84	\$114,113.35
FEBRUARY	\$109,829.73	\$107,110.07	\$97,945.44	\$114,245.68
MARCH	\$69,618.73	\$77,695.96	\$84,142.18	\$82,064.60
APRIL	\$58,896.08	\$65,799.10	\$97,802.81	\$122,045.53
MAY	\$104,776.55	\$104,845.20	\$95,550.07	
JUNE	\$111,914.22	\$93,441.12	\$93,702.75	
JULY	\$90,472.80	\$115,765.25	\$115,212.03	
AUGUST	\$144,992.04	\$141,547.69	\$118,130.77	
SEPTEMBER	\$82,147.04	\$65,911.85	\$125,223.23	
OCTOBER	\$115,223.32	\$116,344.16	\$112,430.68	
NOVEMBER	\$117,541.42	\$118,424.02	\$106,874.29	
DECEMBER	\$90,551.80	\$82,231.43	\$118,731.62	
TOTAL	\$1,171,520.63	\$1,191,815.26	\$1,271,784.71	

ANNUAL SALES TAX REVENUE:

2004	\$921,917.33
2005	\$961,482.68
2006	\$931,177.10
2007	\$898,370.01
2008	\$964,036.28
2009	\$881,013.57
2010	\$902,047.76
2011	\$896,604.56

INTEREST ON INVESTMENTS

LOCAL GOVERNMENT INVESTMENT POOL

	2019		2020		2021	
	INTEREST	%	INTEREST	%	INTEREST	%
JANUARY	\$13,660.42	2.47%	\$11,941.80	1.61%	894.67	0.09%
FEBRUARY	\$15,537.77	2.46%	\$13,859.06	1.62%	774.78	0.08%
MARCH	\$18,199.50	2.47%	\$10,231.20	1.14%	638.21	0.06%
APRIL	\$18,128.05	2.49%	\$4,490.08	0.51%	498.75	0.05%
MAY	\$17,172.98	2.45%	\$1,739.98	0.20%		
JUNE	\$15,702.21	2.42%	\$1,242.50	0.14%		
JULY	\$18,214.39	2.38%	\$1,353.88	0.14%		
AUGUST	\$19,338.86	2.17%	\$1,403.66	0.13%		
SEPTEMBER	\$14,709.79	2.18%	\$1,055.33	0.13%		
OCTOBER	\$12,916.13	1.92%	\$868.66	0.10%		
NOVEMBER	\$10,767.79	1.71%	\$1,008.82	0.12%		
DECEMBER	\$11,030.28	1.63%	\$911.14	0.10%		
	\$185,378.17		\$50,106.11			

Average Interest Rate Per Year

2007	5.02%
2008	2.46%
2009	0.48%
2010	0.21%
2011	0.14%
2012	0.16%
2013	0.10%
2014	0.09%
2015	0.13%
2016	0.42%
2017	0.84%
2018	1.88%

Richland County Committee

Agenda Item Cover

Agenda Item Name: American Rescue Plan

Department	Administration	Presented By:	Administrator
Date of Meeting:	May 4 th , 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	Structure E
Date submitted:	May 3 rd , 2021	Referred by:	
Action needed by no later than (date)	N/A	Resolution	<u>N/A</u> , prepared, reviewed

Recommendation and/or action language:

Motion to ... accept the Administrator's report on American Rescue Plan.

Background: *(preferred one page or less with focus on options and decision points)*

The Coronavirus State & Local Fiscal Recovery Funds provide a substantial infusion of resources to help turn the tide on the pandemic, address its economic fallout, and lay the foundation for a strong and equitable recovery.

Funding Objectives:

- Support urgent COVID-19 response efforts to continue to decrease spread of the virus and bring the pandemic under control
- Replace lost public sector revenue to strengthen support for vital public services and help retain jobs
- Support immediate economic stabilization for households and businesses
- Address systemic public health and economic challenges that have contributed to the unequal impact of the pandemic

The general funding uses include:

- Support Public Health Response
- Replace Public Sector Revenue Loss
- Water and Sewer Infrastructure
- Address Negative Economic Impacts (harms to workers, families, business, etc.)
- Premium Pay for Essential Workers
- Broadband Infrastructure
- Serving hardest-hit communities and families

Further definition of authorized projects, initiatives and purposes is provided through the Interim Final Rule guidance released by the Department of Treasury. This document attempts to give further detail on acceptable uses for the funding <https://home.treasury.gov/system/files/136/FRF-Interim-Final-Rule.pdf>. This 151 page document adds solidification to many projects and options, but also leaves many questions to be further defined by likely follow-up Q+A statements.

Richland County's Direct apportionment is: \$3,350,999

(Half expected in May of 2021, half in May of 2022)

This direct apportionment is to Richland County and does not include the estimated \$1,705,369.13 of funds released to cities, villages and towns of Richland County (see below).

Richland County Committee

Agenda Item Cover

Akan town	Richland County	Wisconsin	0.04	\$38,551.70
Bloom town	Richland County	Wisconsin	0.05	\$49,029.86
Boaz village	Richland County	Wisconsin	0.01	\$14,432.18
Buena Vista town	Richland County	Wisconsin	0.18	\$179,907.94
Cazenovia village	Richland County	Wisconsin	0.03	\$29,655.16
Dayton town	Richland County	Wisconsin	0.07	\$66,526.40
Eagle town	Richland County	Wisconsin	0.05	\$50,908.02
Forest town	Richland County	Wisconsin	0.03	\$33,609.18
Henrietta town	Richland County	Wisconsin	0.05	\$47,250.55
Ithaca town	Richland County	Wisconsin	0.06	\$59,804.56
Lone Rock village	Richland County	Wisconsin	0.08	\$82,540.18
Marshall town	Richland County	Wisconsin	0.05	\$54,268.93
Orion town	Richland County	Wisconsin	0.06	\$55,553.99
Richland Center city	Richland County	Wisconsin	0.49	\$489,408.91
Richland town	Richland County	Wisconsin	0.12	\$123,068.89
Richwood town	Richland County	Wisconsin	0.05	\$51,105.72
Rockbridge town	Richland County	Wisconsin	0.07	\$68,997.66
Sylvan town	Richland County	Wisconsin	0.05	\$53,478.13
Viola village	Richland County	Wisconsin	0.04	\$43,593.08
Westford town	Richland County	Wisconsin	0.05	\$50,710.32
Willow town	Richland County	Wisconsin	0.06	\$56,147.09
Yuba village	Richland County	Wisconsin	0.01	\$6,820.69

Status on our request and receipt:

Our request through the US Treasury Department Portal has been submitted.

The screenshot shows the 'Treasury COVID-19 Relief Hub' website. The main heading is 'State, Local, and Tribal Support'. Below this, there are two buttons: 'Start a Submission' and 'Start a Compliance Report'. The 'Submissions' section is active, displaying a table with the following data:

Submission ID	Submission Type	Recipient Name	Status	
SLT-3717	SLT	Richland County	Submitted	View Submission Download PDF

The 'Status' column for the first row is circled in green. Below the table, there is a 'Compliance' section with the text 'No current forms.'

Richland County Committee

Agenda Item Cover

Current Proposed Projects and Initiatives:

The following list includes proposals and initiatives that are being explored, to date:

Tri-County Airport Improvements — Local share of improvement and drainage project. This project involves “managing drainage water,” and “impacts of climate change.” Consideration is also being explored under lost revenues at the airport as a result of the pandemic. Estimated: \$145,000+

MIS – Potential staffing increase to fill the growing needs of facilitating remote communications to support the local health response. Consideration of added overtime in responding to pandemic. Estimate: TBD

Fairgrounds — replace lost revenue from pandemic: Estimated: \$74,321.13

Highway — 1.) Sand shed as drinking water protection and protection of waterbodies from pollution. Estimated: \$300,000 2.) Consideration of road infrastructure.

Pine Valley — Many options with lost revenues being the most hopeful: Estimated: TBD

Symons Center — replace lost revenues from pandemic: TBD

Economic Development — Options in affordable housing: TBD Options regarding economic assistance to workers, families businesses etc. is a possibility, but will require significant administration process.

UW Food Service — replace lost revenue from pandemic: TBD

Radio Tower project — Investigating how this relates to Broadband and Supporting Public Health Response. Estimate: \$3,000,000

HHS — Many options with lost revenues being the most hopeful: Estimated: TBD

Administrative — Recoup added administrative costs associate with the pandemic as well as administration of the American Rescue Plan funds themselves. Estimated: TBD Additional considerations on offsetting existing findings is being explored.

—I will continue work with departments on exploring options, confirming figures, confirming eligible uses and approaching the Finance and Personnel Committee with recommendations.

Process for appropriations:

Exploring a combination of 2021 budget amendments and 2022 budget apportionment. This will depend on project eligibility and approval. Discussion and decision points with the committee will follow.

Attachments and References:

See references below	

Guidance from Treasury:

<https://home.treasury.gov/policy-issues/coronavirus/assistance-for-state-local-and-tribal-governments/state-and-local-fiscal-recovery-funds>

<https://home.treasury.gov/system/files/136/FRF-Interim-Final-Rule.pdf>

Richland County Committee

Agenda Item Cover

Treasury released their Interim Final Rule: <https://home.treasury.gov/system/files/136/FRF-Interim-Final-Rule.pdf>

NACO: State and Local Coronavirus Fiscal Recovery Funds:

<https://www.naco.org/resources/featured/state-and-local-coronavirus-fiscal-recovery-funds>

<https://www.naco.org/blog/treasury-opens-portal-counties-receive-fiscal-recovery-funds>

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
X	Other funding Source	American Rescue Plan: +\$3,350,999	
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Increase in \$3,350,999 to be utilized by Dec 31st, 2024.

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)

Richland County Committee

Agenda Item Cover

Agenda Item Name: Capital improvement planning

Department	Administration	Presented By:	Administrator
Date of Meeting:	May 21 st , 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	Structure D, E, F,
Date submitted:	May 21 st , 2021	Referred by:	
Action needed by no later than (date)	Prior to borrowing in September	Resolution	N/A, prepared, reviewed

Recommendation and/or action language:

Motion to ...accept capital improvement and capital projects review prioritization list (as presented / with amendments) with possible future stimulus funding is identified and appropriated.

Background: *(preferred one page or less with focus on options and decision points)*

The Finance and Personnel Committee requested the County Administrator prepare a recommendation of projects by order of merit. Additional actions and considerations are anticipated as more guidance comes out on the American Rescue Plan and a possible federal infrastructure bill. As such a list has been drafted for the committee's consideration, discussion and approval.

Attachments and References:

Capital improvements merit and decision matrix	Capital improvement plan

Financial Review:

(please check one)

<input checked="" type="checkbox"/>	In adopted budget	Fund Number	Multiple
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Pending decisions and on projects and borrowing.

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)

Funding Threshold															
\$ 1,069,382	13	MIS	Phone system for rest of courthouse	\$ 42,000	Medium		Supports Both	ST Fund #92		Increased cost	N/A		N/A	N/A	N/A
\$ 1,091,012	14	MIS	Wireless Access Points	\$ 21,630			Supports Both	ST Fund #92		Increased Cost	N/A		N/A	N/A	N/A
\$ 1,101,512	15	MIS	County Board iPad replacements	\$ 10,500	H		Supports Both	ST Fund #92		Replacement	N/A		N/A	N/A	N/A
\$ 1,251,512	16	HHS	HVAC Community Services Building	\$ 150,000	M		Mandated	ST Fund #92		Energy Savings	N/A	Mitigates concerns of system failure	N/A	Help climate control	N/A
\$ 1,276,512	17	Courthouse	Replacement of Exchanger (x3)	\$ 25,000	H		Mandated	ST Fund #92		Replacement	N/A	Mitigates concerns of system failure	N/A	Help climate control	N/A
\$ 1,326,512	18	Sheriff	Jail Camera System	\$ 50,000	H		Mandated	ST Fund #92		Increased Cost	N/A	Safety increase for staff and inmates	N/A	N/A	N/A
\$ 1,426,512	25	Courthouse	AC/Chiller/Sheriff's Side building	\$ 100,000	M	Need to determine life of Courthouse	Mandated	ST Fund #92		Energy Savings	N/A	Mitigates concerns of system failure	N/A	Help climate control	N/A
\$ 1,451,512	26	Symons Center	Re-modeling of the locker rooms	\$ 25,000	L		Discretionary	ST Fund #92		Reduction in labor	N/A	Mitigates concerns of injury	Helps recruit and sustain patrons	Help climate control	May sustain and promote business
\$ 1,951,512	27	UW Campus	Fire Alarm System Replacement: Melville Hall, Library, Classroom Building, Wallace Student Center, Copertop, Gymnasium, East Hall and Science Building	\$ 500,000	L		Discretionary	ST Fund #92		Replacement	N/A	Mitigates concerns of system failure and injury	N/A	Help ensure safety in event of fire	N/A
\$ 2,001,512	28	UW Campus	Generator Repairs	\$ 50,000	L		Discretionary	ST Fund #92		Replacement	N/A	Mitigates concerns of system failure	N/A	N/A	N/A
Subtotal				\$ 2,001,512											

Capital Improvements / Capital Project Planning

(Preliminary)

AS of: 21 May 2021

This plan is intended to capture significant Capital Improvements / Capital Projects needed for delivery of services, as requested by departments. This list is a working document and not considered policy until adopted by Board Resolution.

AS of: 21 May 2021			Total	Revenues Sources					
This plan is intended to capture significant Capital Improvements / Capital Projects needed for delivery of services, as requested by deaprtments. This list is a working document and not considered policy until adopted by Board Resolution.				Annual Operations Levy	G.O. Debt / Short Term Fund #92	G.O. Debt Long Term Fund #75	Foundation / Partnership Funded	Fed or State Got/ Grant	Service Fees / Other
2021 Projects & Equipment									
Courthouse	Old courthouse / window replacement and facility improvements	\$	75,000		\$	75,000			
Courthouse	Replacement of Heat Exchangers (estimating 3 units)	\$	24,000		\$	24,000			
Courthouse	Large Courtroom Improvement Project	\$	30,000		\$	30,000			
Courthouse	Old Courthouse Roof Repair	\$	30,000		\$	30,000			
Courthouse	AV Improvements in the Large Courtroom	\$	72,000				\$	72,000	
Courthouse	Wiring and IP Telephone Upgrade for Court Offices (Through DOJ Grant)	\$	58,000					\$	58,000
MIS	Network Infrastructure Improvement	\$	20,000		\$	20,000			
HHS	Heating /Cooling Unit Replacement	\$	6,000		\$	6,000			
HHS	Roof Replacement	\$	212,433				\$	212,433	
Pine Valley	Computer replacements - 10	\$	8,500						\$ 8,500
Pine Valley	Patient lift	\$	5,500						\$ 5,500
Pine Valley	Bladder Scanner	\$	13,000						\$ 13,000
Sheriff	2 Patrol Vehicles (est. 2 units with configuration)	\$	130,000		\$	130,000			
Sheriff	Tower/Radio (Assessment and Specification Design)	\$	45,000		\$	45,000			
UW Campus	Humidifier replacements in Library, HVAC controls in Wallace and Melville, facility improvements	\$	20,000		\$	20,000			
UW Campus	Rubber Roofing: Miller Library, Melvin Hall, East Hall, Science Hall	\$	277,899				\$	277,899	
Symons	Roof Replacement (Shared with City)	\$	130,233				\$	65,116.50	\$ 65,117
Symons	Replaster Swimming Pool	\$	20,000				\$	20,000.00	
!?	Tri-County Airport	Land or Easement Acquisitions (25% of estimated \$100,000)	\$	25,000	\$	25,000	(We may have local partner support on covering cost)		
Highway	County Trunk Road Improvements from Short-Term Borrowing	\$	650,000		\$	650,000			
Administration	Contingent on Shor-term	\$	2,132		\$	2,132			
Subtotal		\$	1,854,697		\$	1,032,132	\$	647,449	\$ 65,117 \$ 58,000 \$ 27,000

Future plans will incorporate more projects from other funding sources for greater overview.
Looking to incorporate projects from all funding sources; \$5,000 and above.

Total

Revenues Sources

Annual Operations Levy	G.O. Debt / Short Term Fund #92	G.O. Debt Long /Term Fund #75	Foundation / Partnership Funded	Fed or State Got/ Grant	Service Fees / Other
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2022 Projects & Equipment

Administration	Administrator's Office (Scratch) \$10,000	\$												
Register in Probate	Paint / Fix Ceiling Tile / New Carpet \$5,000 use maintenance fund	\$												
Emergency Mgt/ Ambulance	New Emergency Mangement / Ambulance Gargage Project	\$	600,000		\$	600,000								
MIS	County Computer Infrastructure Maintenance	\$	106,382		\$	106,382								
MIS	MIS Needs for Ambulance building \$75,000	\$								Needs to come from Ambulance \$600,000 allocation				
MIS	Phone system for rest of courthouse	\$	42,000		\$	42,000								
MIS	REVOLVING AMOUNT FOR SERVER REPLACMENT	\$	25,000	\$ 10,000	\$	15,000								
MIS	New Computers for County Departments	\$	50,000		\$	50,000								
MIS	Wireless Access Points	\$	21,630		\$	21,630								
MIS	Buffalo Backup NAS	\$	11,000		\$	11,000								
MIS	County Board Room teleconferencing configuration	\$	20,000		\$	20,000								
MIS	County Board iPad replacements	\$	10,500		\$	10,500								
HHS	HVAC Community Services Building	\$	150,000		\$	150,000								
Courthouse	AC/Chiller/Sheriff's Side building	\$	100,000		\$	100,000								
Courthouse	Replacement of Exchanger (x3)	\$	25,000		\$	25,000								
Pine Valley	Computer replacements - 10	\$	8,750						\$	8,750				
Pine Valley	Patient lift	\$	5,750						\$	5,750				
Sheriff	4 Squad Cars (with est. 4 unit configuration)	\$	260,000		\$	260,000								
Sheriff	Tower/Radio (Project Design, Construction, Oversight)	\$	3,000,000					\$	3,000,000	ARP				
Sheriff	Jail Camera System	\$	50,000		\$	50,000								
Symons Center	Re-modeling of the locker rooms	\$	25,000		\$	12,500	\$	12,500						
Tri-County Airport	Runway Rehabilitation (25% of local share)	\$	42,500					\$	42,500	ARP				
Tri-County Airport	Airfield Lighting (25% of local share)	\$	5,625					\$	5,625	ARP				
Tri-County Airport	Taxiway Reconstruction (25% local of share)	\$	5,000					\$	5,000	ARP				
Tri-County Airport	Airport drainage / ditching (25% of local sahare	\$	34,375					\$	34,375	ARP				
Tri-County Airport	Road drainage / ditching to Bear Creek (25% of local share)	\$	28,125					\$	28,125	ARP				
Tri-County Airport	Moving irrigation equipment (25% of local share)	\$	3,750					\$	3,750	ARP				
UW Campus	Fire Alarm System Replacement: Melville Hall, Library, Classroom Building, Wallace Student Center, Copertop, Gymnasium, East Hall and Science Building	\$	500,000		\$	500,000								
UW Campus	Generator Repairs	\$	50,000		\$	50,000								
Highway	Salt Shed	\$	300,000		\$	300,000								
Highway	County Trunk Road Improvements from Short-Term Borrowing	\$	650,000		\$	650,000								
	Subtotal	\$	6,130,387	\$ -	\$	2,374,012	\$	600,000	\$	12,500	\$	3,119,375	\$	14,500

Future plans will incorporate more projects from other funding sources for greater overview.
Looking to incorporate projects from all funding sources; \$5,000 and above.

Total

Revenues Sources

2023 Projects & Equipment

			Annual Operations Levy	G.O. Debt / Short Term Fund #92	G.O. Debt Long Term	Foundation / Partnership Funded	Fed or State Got/ Grant	Service Fees / Other
Administration	Administrator's Office	\$	10,000	\$	10,000			
Courthouse	Replacement of Heat Exchangers (x 3)	\$	26,000	\$	26,000			
Courthouse	Repurposing Emergency Managements / Ambulance Space	\$	20,000	\$	20,000			
MIS	County Computer Infrastructure Maintenance	\$	156,382	\$	156,382			
MIS	REVOLVING AMOUNT FOR SERVER REPLACEMENT	\$	25,000	\$	25,000			
MIS	Office 365	\$	70,000	\$	70,000			
Pine Valley	Computer replacements - 10	\$	9,000					\$ 9,000
Sheriff	3 Squad Cars	\$	200,000	\$	200,000			
UW Campus	HVAC Upgrades to Melville Hall, Library and Classroom Buildings	\$	750,000	\$	750,000			
Highway	County Trunk Road Improvements from Short-Term Borrowing	\$	650,000	\$	650,000			
		\$	-					
	Subtotal	\$	1,916,382	\$	70,000	\$	1,837,382	\$ -
						\$	-	\$ -
								\$ 9,000

Future plans will incorporate more projects from other funding sources for greater overview.
Looking to incorporate projects from all funding sources; \$5,000 and above.

Total

Revenues Sources

Annual Operations Levy	G.O. Debt / Short Term Fund #92	G.O. Debt Long Term	Foundation / Partnership Funded	Fed or State Got/ Grant	Service Fees / Other
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2024 Projects & Equipment

Courthouse	Replacement of Heat Exchangers (x 3)	\$	27,000	\$	27,000								
MIS	County Computer Infrastructure Maintenance	\$	156,382	\$	156,382								
MIS	REVOLVING AMOUNT FOR SERVER REPLACEMENT	\$	25,000	\$	25,000								
Pine Valley	Computer replacements - 10	\$	9,250					\$	9,250				
Sheriff	3 Squad Cars	\$	210,000	\$	210,000								
UW Campus	Replace Concrete Walkways	\$	150,000	\$	150,000								
UW Campus	New Drainage System to Redirect Water from Hillside and Collect Water from Walkways	\$	450,000	\$	450,000								
Highway	County Trunk Road Improvements from Short-Term Borrowing	\$	650,000	\$	650,000								
		\$	-										
	Subtotal	\$	1,677,632	\$	-	\$	1,668,382	\$	-	\$	-	\$	9,250

Future plans will incorporate more projects from other funding sources for greater overview.
Looking to incorporate projects from all funding sources; \$5,000 and above.

Total

Revenues Sources

Annual Operations Levy	G.O. Debt / Short Term Fund #92	G.O. Debt Long Term	Foundation / Partnership Funded	Fed or State Got/ Grant	Service Fees / Other
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2025 Projects & Equipment

Courthouse	Replacement of Heat Exchangers (x 3)	\$	28,000	\$	28,000								
MIS	County Computer Infrastructure Maintenance	\$	156,382	\$	156,382								
MIS	REVOLVING AMOUNT FOR SERVER REPLACMENT	\$	25,000	\$	25,000								
Pine Valley	Patient lift	\$	6,500					\$	6,500				
Pine Valley	Floor Scrubber	\$	12,000					\$	12,000				
Sheriff	3 Squad Cars	\$	210,000	\$	210,000								
UW Campus	Exterior Building Repairs	\$	860,000	\$	860,000								
Highway	County Trunk Road Improvements from Short-Term Borrowing	\$	650,000	\$	650,000								
	Subtotal	\$	1,947,882	\$	-	\$	1,929,382	\$	-	\$	-	\$	18,500

Future plans will incorporate more projects from other funding sources for greater overview.
Looking to incorporate projects from all funding sources; \$5,000 and above.

Total

Revenues Sources

Annual Operations Levy	G.O. Debt / Short Term Fund #92	G.O. Debt Long Term	Foundation / Partnership Funded	Fed or State Got/ Grant	Service Fees / Other
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2026 Projects & Equipment

Richland County Capital Improvement and Capital Projects Planning

Courthouse	Replacement of Heat Exchangers (x 3)	\$	29,000																	
MIS	County Computer Infrastructure Maintenance	\$	156,382																	
MIS	REVOLVING AMOUNT FOR SERVER REPLACEMENT	\$	25,000																	
Sheriff	3 Squad Cars	\$	210,000			\$	210,000													
UW Campus	Interior Building Repairs	\$	500,000			\$	500,000													
Highway	County Trunk Road Improvements from Short-Term Borrowing	\$	650,000			\$	650,000													
Subtotal		\$	1,570,382	\$	-	\$	1,360,000			\$	-	\$	-	\$	-	\$	-			

Future and Undesignated Project Requests:

[illegible]

\$ 119,375

change 31 March from \$250k

\$ (1,324,012) Gap

Richland County Committee

Agenda Item Cover

Agenda Item Name: Salary plan progression

Department	Administration	Presented By:	Administrator
Date of Meeting:	May 21 st , 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	Structure D, L
Date submitted:	May 21st, 2021	Referred by:	
Action needed by no later than (date)	N/A	Resolution	<u>N/A</u> , prepared, reviewed

Recommendation and/or action language:

Motion to ... implement (___ step increase /or/ age the wage schedule to reflect CPI increases) effective the first day of the 1st 2022 payroll; and to incorporate into the 2022 budget preparation.

Background: (*preferred one page or less with focus on options and decision points*)

During the 2021 budget process the decision to forgo salary/wage increases. This decision was made under projections of 2020 and 2021 revenue impacts related to the COVID-19 pandemic. This reaction to the situation was taken against previous County commitments established through Resolution 19-89, which adopted a compensation schedule and directed step progression.

This item was discussed and voted on in the May 4th, 2021 meeting — *Salary Plan Progression: Motion by Seep, second by Murphy-Lopez to implement Option #2 to initiate a step increase for 2022 budget year. Roll Call vote: 3 ayes 3 Nays. Motion defeated. Motion by Brewer second by Couey to implement option #1 to initiate the aging wage schedule. Roll Call Vote 3 & 3. Motion by Murphy, second by Gentes to postpone until the May 24th meeting. Roll Call vote: 6 ayes. Motion carries.*

The following options are cost projected for consideration by the Committee:

Option #1 — Age the wage schedule. The wage schedule was adopted with wage data from 2018. This scenario would age our existing wage schedules with consumer price index (CPI) averages for each year to bring our wage schedules up to 2022 projections. This option addresses keeping our wage schedules up to date.

*General =	\$459,994.32
<u>Pine Valley =</u>	<u>\$251,400.90</u>
Total =	\$711,395.22

*[Note: Estimated revenue increases from reimburse for HHS wage increases = \$123,000]

Option #2 — Initiate one step increase. Our goals established through the adoption of the Carlson Study, Resolution 19-89 was to have eventual access for employees to reach step 8 on the schedules, which at the time correlated with the market value of the position. Market value meaning the average cost of a fully functional and experienced employee from our comparable market. This option addresses our goal to allow advanced progression towards reaching step 8 = market value of 2018.

**General =	\$147,046.64
<u>Pine Valley =</u>	<u>\$70,516.81</u>
Total =	\$217,563.45

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**[Note: Estimated revenue increases from reimburse for HHS wage increases = \$36,900]

Option #3 — Initiate two step increases. This option is added as an “in-between” solution. This option allows employees progression two steps on the wage schedule. This option addresses our goal to allow advanced progression towards reaching step 8 = market value of 2018.

***General = \$147,046.64 **\$294,093.28**

Pine Valley = \$70,516.81 (X 2) **\$141,033.62**

Total = \$217,563.45 **\$435,126.90**

***[Note: Estimated revenue increases from reimburse for HHS wage increases = \$73,800]

Recent history of pay progressions:

ELECTED OFFICIALS INCREASES - COUNTY CLERK, ROD, TREASURER			SHERIFF, CLERK OF COURT			GENERAL EMPLOYEES		
DENTAL INSURANCE IS PAID 100% BY THE COUNTY			DENTAL INS PAID 100% BY THE COUNTY			PAY 50% OF DENTAL INSURANCE		
1/1/2011	2.50%		1/1/2011	no increase		2011	3.00%	
1/1/2012	2.50%	5% Adj 8/1-12/31	1/1/2012	no increase		2012	no wage increase	12% of H/INS
1/1/2013	no increase	12% H/INS	1/1/2013	2.50%	10% H/INS	2013	.75c	
1/1/2014	2.50%		1/1/2014	2.50%		2014	no wage increase	
1/1/2015	2.50%		1/1/2015	2.50%	12% H/INS	2015	no wage increase	
1/1/2016	2.50%		1/1/2016	2.50%		5/1/2016	1 time bonus of \$1000 or less	
1/1/2017	\$1,200.00	12% H/INS	1/1/2017	\$ 1,200		2017	no wage increase	
1/1/2018	\$1,200.00		1/1/2018	\$ 1,200		Apr-18	New wage scale implemented	
1/1/2019	2.50%		1/1/2019	2.50%		2019	no wage increase	
1/1/2020	2.50%		1/1/2020	2.50%		2020	move up 1 step	
1/1/2021	2.50%		1/1/2021	\$ 1,200		2021	no wage increase	
1/1/2022	2.50%		1/1/2022	\$ 1,200				
1/1/2023	\$1,200.00							
1/1/2024	\$1,200.00							

UNION INCREASES	
PAY 50% OF DENTAL INS	
1/1/2011	1.00%
7/1/2011	1.50%
1/1/2012	0.00%
1/1/2013	2.00%
7/1/2013	1.00%
1/1/2014	2.00%
7/1/2014	1.00%
1/1/2015	1.50%
7/1/2015	1.00%
1/1/2016	1.50%
7/1/2016	1.00%
1/1/2017	1.00%
7/1/2017	1.00%
1/1/2018	2.00%
1/1/2019	1.50%
7/1/2019	1.50%
1/1/2020	1.50%
7/1/2020	1.50%
1/1/2021	1.50%
7/1/2021	1.50%

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Looking for commitment by the Finance and Personnel Committee to one of the increase option prior to soliciting budget guidance and appropriation requests in July. A decision will help to set guidance for appropriation requests in the operations budget process, as well as put us back on course to help remedy identified compensation concerns.

Overall feedback from departments is that step progression and/or aging of the wage schedule would help in recruitment and retention, but the action does add to concerns on where reductions in services may occur to balance the budget.

Attachments and References:

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Pending decision. Would impact many budgets.

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)

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GRADE	JOB TITLE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
R	HHS DIRECTOR		36.67	37.52	38.38	39.23	40.08	40.93	41.79	42.64
		2.25%	\$ 0.83	\$ 0.84	\$ 0.86	\$ 0.88	\$ 0.90	\$ 0.92	\$ 0.94	\$ 0.96
			\$ 37.50	\$ 38.36	\$ 39.24	\$ 40.11	\$ 40.98	\$ 41.85	\$ 42.73	\$ 43.60
		2.07%	\$ 0.78	\$ 0.79	\$ 0.81	\$ 0.83	\$ 0.85	\$ 0.87	\$ 0.88	\$ 0.90
			\$ 38.28	\$ 39.15	\$ 40.05	\$ 40.94	\$ 41.83	\$ 42.72	\$ 43.61	\$ 44.50
		1.56%	\$ 0.60	\$ 0.61	\$ 0.62	\$ 0.64	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.69
			\$ 38.88	\$ 39.76	\$ 40.67	\$ 41.58	\$ 42.48	\$ 43.39	\$ 44.29	\$ 45.19
		1.00%	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45
		6.88%	\$ 39.27	\$ 40.16	\$ 41.08	\$ 42.00	\$ 42.90	\$ 43.82	\$ 44.73	\$ 45.64
			7.09%	7.04%	7.03%	7.06%	7.04%	7.06%	7.04%	7.04%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Q			35.03	35.84	36.66	37.47	38.29	39.1	39.92	40.73
		2.25%	\$ 0.79	\$ 0.81	\$ 0.82	\$ 0.84	\$ 0.86	\$ 0.88	\$ 0.90	\$ 0.92
			\$ 35.82	\$ 36.65	\$ 37.48	\$ 38.31	\$ 39.15	\$ 39.98	\$ 40.82	\$ 41.65
		2.07%	\$ 0.74	\$ 0.76	\$ 0.78	\$ 0.79	\$ 0.81	\$ 0.83	\$ 0.84	\$ 0.86
			\$ 36.56	\$ 37.41	\$ 38.26	\$ 39.10	\$ 39.96	\$ 40.81	\$ 41.66	\$ 42.51
		1.56%	\$ 0.57	\$ 0.58	\$ 0.60	\$ 0.61	\$ 0.62	\$ 0.64	\$ 0.65	\$ 0.66
			\$ 37.13	\$ 37.99	\$ 38.86	\$ 39.71	\$ 40.58	\$ 41.45	\$ 42.31	\$ 43.17
		1.00%	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.41	\$ 0.42	\$ 0.43
		6.88%	\$ 37.50	\$ 38.37	\$ 39.25	\$ 40.11	\$ 40.99	\$ 41.86	\$ 42.73	\$ 43.60
			7.05%	7.06%	7.06%	7.05%	7.05%	7.06%	7.04%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	HWY COMMISSIONER		33.38	34.15	34.93	35.71	36.48	37.26	38.03	38.81
		2.25%	\$ 0.75	\$ 0.77	\$ 0.79	\$ 0.80	\$ 0.82	\$ 0.84	\$ 0.86	\$ 0.87
			\$ 34.13	\$ 34.92	\$ 35.72	\$ 36.51	\$ 37.30	\$ 38.10	\$ 38.89	\$ 39.68
		2.07%	\$ 0.71	\$ 0.72	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79	\$ 0.81	\$ 0.82
			\$ 34.84	\$ 35.64	\$ 36.46	\$ 37.27	\$ 38.07	\$ 38.89	\$ 39.70	\$ 40.50
		1.56%	\$ 0.54	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.59	\$ 0.61	\$ 0.62	\$ 0.63
			\$ 35.38	\$ 36.20	\$ 37.03	\$ 37.85	\$ 38.66	\$ 39.50	\$ 40.32	\$ 41.13
		1.00%	\$ 0.35	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.40	\$ 0.41
		6.88%	\$ 35.73	\$ 36.56	\$ 37.40	\$ 38.23	\$ 39.05	\$ 39.90	\$ 40.72	\$ 41.54
			7.04%	7.06%	7.07%	7.06%	7.04%	7.09%	7.07%	7.03%

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
O			31.73	32.47	33.21	33.95	34.69	35.42	36.16	36.90
		2.25% \$	0.71	\$ 0.73	\$ 0.75	\$ 0.76	\$ 0.78	\$ 0.80	\$ 0.81	\$ 0.83
		\$	32.44	\$ 33.20	\$ 33.96	\$ 34.71	\$ 35.47	\$ 36.22	\$ 36.97	\$ 37.73
		2.07% \$	0.67	\$ 0.69	\$ 0.70	\$ 0.72	\$ 0.73	\$ 0.75	\$ 0.77	\$ 0.78
		\$	33.11	\$ 33.89	\$ 34.66	\$ 35.43	\$ 36.20	\$ 36.97	\$ 37.74	\$ 38.51
		1.56% \$	0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.58	\$ 0.59	\$ 0.60
		\$	33.63	\$ 34.42	\$ 35.20	\$ 35.98	\$ 36.76	\$ 37.55	\$ 38.33	\$ 39.11
		1.00% \$	0.34	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.38	\$ 0.39
		6.88% \$	33.97	\$ 34.76	\$ 35.55	\$ 36.34	\$ 37.13	\$ 37.93	\$ 38.71	\$ 39.50
			7.06%	7.05%	7.05%	7.04%	7.03%	7.09%	7.05%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
N	HHS BEHAVIORAL HEALTH SERVICES MGR 19-80		30.08	30.78	31.48	32.18	32.88	33.58	34.28	34.98
	HHS PUBLIC HEALTH MGR	2.25% \$	0.68	\$ 0.69	\$ 0.71	\$ 0.72	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79
	CHIEF DEPUTY SHERIFF	\$	30.76	\$ 31.47	\$ 32.19	\$ 32.90	\$ 33.62	\$ 34.34	\$ 35.05	\$ 35.77
		2.07% \$	0.64	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.70	\$ 0.71	\$ 0.73	\$ 0.74
		\$	31.40	\$ 32.12	\$ 32.86	\$ 33.58	\$ 34.32	\$ 35.05	\$ 35.78	\$ 36.51
		1.56% \$	0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57
		\$	31.89	\$ 32.62	\$ 33.37	\$ 34.10	\$ 34.86	\$ 35.60	\$ 36.34	\$ 37.08
		1.00% \$	0.32	\$ 0.33	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.36	\$ 0.37
		6.88% \$	32.21	\$ 32.95	\$ 33.70	\$ 34.44	\$ 35.21	\$ 35.96	\$ 36.70	\$ 37.45
			7.08%	7.05%	7.05%	7.02%	7.09%	7.09%	7.06%	7.06%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
M	MGMNT INFO SYSTM DIRCTR		28.44	29.10	29.76	30.42	31.09	31.75	32.41	33.07
	ECONOMIC DEVELOPMENT DIRECTOR	2.25% \$	0.64	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.70	\$ 0.71	\$ 0.73	\$ 0.74
	HHS COMPREHENSIVE COMMUNITY SERV SPRVSR 19-101	\$	29.08	\$ 29.75	\$ 30.43	\$ 31.10	\$ 31.79	\$ 32.46	\$ 33.14	\$ 33.81
	HHS BUSINESS & FINANCIAL SERVICES MANAGER 20-97	2.07% \$	0.60	\$ 0.62	\$ 0.63	\$ 0.64	\$ 0.66	\$ 0.67	\$ 0.69	\$ 0.70
	HHS MANAGER OF OPERATIONS 19-80-20-97	\$	29.68	\$ 30.37	\$ 31.06	\$ 31.74	\$ 32.45	\$ 33.13	\$ 33.83	\$ 34.51
	SHERIFF RD PATROL LIEUT	1.56% \$	0.46	\$ 0.47	\$ 0.48	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54
		\$	30.14	\$ 30.84	\$ 31.54	\$ 32.24	\$ 32.96	\$ 33.65	\$ 34.36	\$ 35.05
		1.00% \$	0.30	\$ 0.31	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.34	\$ 0.35
		6.88% \$	30.44	\$ 31.15	\$ 31.86	\$ 32.56	\$ 33.29	\$ 33.99	\$ 34.70	\$ 35.40
			7.03%	7.04%	7.06%	7.03%	7.08%	7.06%	7.07%	7.05%

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
L	COUNTY CONSERVATIONIST		26.80	27.42	28.04	28.67	29.29	29.91	30.54	31.16
	ZONING ADMINISTRATOR	2.25% \$	0.60	0.62	0.63	0.65	0.66	0.67	0.69	0.70
	HHS ARDC MANAGER	\$	27.40	28.04	28.67	29.32	29.95	30.58	31.23	31.86
	HHS CHILD & YOUTH SRVCS MGR 19-80	2.07% \$	0.57	0.58	0.59	0.61	0.62	0.63	0.65	0.66
	HHS LONG TERM SUPPORT & BIRTH TO 3 SUPERVISOR 19-80	\$	27.97	28.62	29.26	29.93	30.57	31.21	31.88	32.52
		1.56% \$	0.44	0.45	0.46	0.47	0.48	0.49	0.50	0.51
		\$	28.41	29.07	29.72	30.40	31.05	31.70	32.38	33.03
		1.00% \$	0.28	0.29	0.30	0.30	0.31	0.32	0.32	0.33
		6.88% \$	28.69	29.36	30.02	30.70	31.36	32.02	32.70	33.36
			7.05%	7.08%	7.06%	7.08%	7.07%	7.05%	7.07%	7.06%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
K	CH CHILD SUPPORT DIRECTOR RES 21-37		25.15	25.73	26.32	26.90	27.49	28.07	28.66	29.24
	EM MED SER/EM MGMT DIR	2.25% \$	0.57	0.58	0.59	0.61	0.62	0.63	0.64	0.66
	HHS CHILD AND YOUTH SERVICES SUPERVISOR RES 21-29	\$	25.72	26.31	26.91	27.51	28.11	28.70	29.30	29.90
	HHS ECON SUPPORT MANAGER 19-18	2.07% \$	0.53	0.54	0.56	0.57	0.58	0.59	0.61	0.62
	HHS MENTL HLTH THER LIC	\$	26.25	26.85	27.47	28.08	28.69	29.29	29.91	30.52
	HWY PATROL SUPERINTENDENT	1.56% \$	0.41	0.42	0.43	0.44	0.45	0.46	0.47	0.48
	HHS PSYCHIATRIC NURSE Res 20-27	\$	26.66	27.27	27.90	28.52	29.14	29.75	30.38	31.00
	HHS PUBLIC HLTH NURSE Res 20-27	1.00% \$	0.27	0.27	0.28	0.29	0.29	0.30	0.30	0.31
		6.88% \$	26.93	27.54	28.18	28.81	29.43	30.05	30.68	31.31
			7.08%	7.03%	7.07%	7.10%	7.06%	7.05%	7.05%	7.08%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
J	COUNTY CLERK DEP/ACCT SUPERVISR		23.50	24.05	24.60	25.14	25.69	26.24	26.78	27.33
	HHS ADMINISTRATION & BUILDING OPERATIONS MANAGER 20-97	2.25% \$	0.53	0.54	0.55	0.57	0.58	0.59	0.60	0.61
	HHS ADMINISTRATIVE SUPERVISOR 18-18-20-97	\$	24.03	24.59	25.15	25.71	26.27	26.83	27.38	27.94
	HHS MENTL HLTH THER N/L RES 19-80	2.07% \$	0.50	0.51	0.52	0.53	0.54	0.56	0.57	0.58
	MGMNT INFO SYSTM ADMNST Res 18-97	\$	24.53	25.10	25.67	26.24	26.81	27.39	27.95	28.52
	SYMONS DIRECTOR	1.56% \$	0.38	0.39	0.40	0.41	0.42	0.43	0.44	0.44
		\$	24.91	25.49	26.07	26.65	27.23	27.82	28.39	28.96
		1.00% \$	0.25	0.25	0.26	0.27	0.27	0.28	0.28	0.29
		6.88% \$	25.16	25.74	26.33	26.92	27.50	28.10	28.67	29.25
			7.06%	7.03%	7.03%	7.08%	7.05%	7.09%	7.06%	7.03%

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I	CH MAINTENANCE SUPERVISOR		21.85	22.36	22.87	23.38	23.89	24.39	24.90	25.41
	HHS TREATMNT COURT COOR	2.25%	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57
	HHS SUBSTNCE ABUSE COUN RES 19-80		\$ 22.34	\$ 22.86	\$ 23.38	\$ 23.91	\$ 24.43	\$ 24.94	\$ 25.46	\$ 25.98
	HWY LEAD GRADE FOREMAN	2.07%	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54
	HWY LEAD PAVING FOREMAN		\$ 22.80	\$ 23.33	\$ 23.86	\$ 24.40	\$ 24.94	\$ 25.46	\$ 25.99	\$ 26.52
	HWY LEAD SHOP FOREMAN	1.56%	\$ 0.36	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.41
	REG PROBATE/REGISTRAR Res 18-97		\$ 23.16	\$ 23.69	\$ 24.23	\$ 24.78	\$ 25.33	\$ 25.86	\$ 26.40	\$ 26.93
	SHERIFF DISP/JAILR SGT Res 18-97	1.00%	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27
	SYMONS INTERIM DIRECTOR Res 20-83	6.88%	\$ 23.39	\$ 23.93	\$ 24.47	\$ 25.03	\$ 25.58	\$ 26.12	\$ 26.66	\$ 27.20
	VETERAN SERVICE OFFICER		7.05%	7.02%	7.00%	7.06%	7.07%	7.09%	7.07%	7.04%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
H	LEAD CHILD SPRT WORKER RES 21-37		20.21	20.68	21.15	21.62	22.09	22.56	23.03	23.50
	CONSERVATION TECHNICIAN	2.25%	\$ 0.45	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53
	HHS ADULT PROTECTIVE SERVICES/CRISIS PROFESSIONAL RES 21-30		\$ 20.66	\$ 21.15	\$ 21.63	\$ 22.11	\$ 22.59	\$ 23.07	\$ 23.55	\$ 24.03
	HHS BUSINSS SYSTM SUPRV	2.07%	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50
	HHS CHILDREN LONG TERM & BIRTH TO 3 CASE MGR 19-80		\$ 21.09	\$ 21.59	\$ 22.08	\$ 22.57	\$ 23.06	\$ 23.55	\$ 24.04	\$ 24.53
	HHS EARLY INTERVENTION SPCL EDUCATOR RES 19-80	1.56%	\$ 0.33	\$ 0.34	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.38
	HHS ECON SPRT LEAD WRK		\$ 21.42	\$ 21.93	\$ 22.42	\$ 22.92	\$ 23.42	\$ 23.92	\$ 24.42	\$ 24.91
	HHS HEALTH & WELLNESS COOR Res 18-97	1.00%	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
	HHS SW ADULT PROT SRVCS	6.88%	\$ 21.63	\$ 22.15	\$ 22.64	\$ 23.15	\$ 23.65	\$ 24.16	\$ 24.66	\$ 25.16
	HHS SW CHILD & YOUTH CASE MGR 19-80		7.03%	7.11%	7.04%	7.08%	7.06%	7.09%	7.08%	7.06%
	HHS INFORMATION & SYSTEM SPECIALIST 19-101									
	HWY ASSTNT SHOP FOREMAN									
	HWY BOOKKEEPER									
	HWY PARTS MNGR/SHOP CLK									
	PAYROLL & BENEFITS SPCL									
	SHERIFF DISP/JAILER Res 18-97									
	SHERIFF OFFICE MGR/CONF									
	UW FOOD SER SUPERVISOR									

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
G	ACCOUNTS PAYABLE SPECIALIST Res 18-97		18.56	18.99	19.42	19.85	20.29	20.72	21.15	21.58
	CLERICAL ASSISTANT II (DEPUTY) Res 18-97	2.25% \$	0.42	0.43	0.44	0.45	0.46	0.47	0.48	0.49
	CLERK OF COURT DEPUTY Res 18-97	18.98 \$	19.42	19.86	20.30	20.75	21.19	21.63	22.07	
	LEGAL ASSISTANT	2.07% \$	0.39	0.40	0.41	0.42	0.43	0.44	0.45	0.46
	HHS CONFID ADMIN SCRTRY	19.37 \$	19.82	20.27	20.72	21.18	21.63	22.08	22.53	
	HHS ELDERLY BENF SPCL	1.56% \$	0.30	0.31	0.32	0.33	0.34	0.34	0.35	
	HHS NUTRITION PROG COOR	19.67 \$	20.13	20.59	21.04	21.51	21.97	22.42	22.88	
	HHS SW DISABLT BEN SPE	1.00% \$	0.20	0.20	0.21	0.21	0.22	0.22	0.22	0.23
	HHS TEMP CERT SOC WORKR	6.88% \$	19.87	20.33	20.80	21.25	21.73	22.19	22.64	23.11
	HHS YOUTH AIDE WORKER		7.06%	7.06%	7.11%	7.05%	7.10%	7.09%	7.04%	7.09%
	HWY EQUIP OPER/PATROLMN									
	HWY SEASONAL PATROLMAN RES 21-20									
	HWY MECHANIC									
	HWY SIGN FOREMAN									
	PROPERTY TAX LISTER									
	SHERIFF DEPUTY - TEMP CASUAL									
	SHERIFF DISP/JAILER - TEMP CASUAL									
	SYMONS MAINTENANCE									
	VETERANS BENEFIT SPCLST									
	VICTM WTNS COOR/LEGAL S									
	ZONING GIS TECH/ASSTNT									
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
F	CHILD SUPPORT WORKER		16.92	17.31	17.70	18.10	18.49	18.88	19.28	19.67
	CLERICAL ASSISTANT	2.25% \$	0.38	0.39	0.40	0.41	0.42	0.42	0.43	0.44
	COUNTY TREASURER DEPUTY	17.30 \$	17.70	18.10	18.51	18.91	19.30	19.71	20.11	
	FISCAL SPECIALIST	2.07% \$	0.36	0.37	0.37	0.38	0.39	0.40	0.41	0.42
	HHS ECONOMIC SUPP SPECL	17.66 \$	18.07	18.47	18.89	19.30	19.70	20.12	20.53	
	HWY CLERK	1.56% \$	0.28	0.28	0.29	0.29	0.30	0.31	0.31	0.32
	MNGMNT INFO SYSTM ASST Res 18-97	17.94 \$	18.35	18.76	19.18	19.60	20.01	20.43	20.85	
	REGISTER OF DEEDS DEPUTY	1.00% \$	0.18	0.18	0.19	0.19	0.20	0.20	0.20	0.21
	SECRTRY/CERL ASST II	6.88% \$	18.12	18.53	18.95	19.37	19.80	20.21	20.63	21.06
	SYMONS ASSISTANT DIRECTR		7.09%	7.05%	7.06%	7.02%	7.08%	7.04%	7.00%	7.07%
	ZONING OFFICE SYS TECH									

Agenda Item Cover

Recommended Cover Letter— County Administrator Langreck (20 May 2020)

Richland County Committee

Agenda Item Cover

D	FAIR & RECYCLING COORDINATOR		14.04	14.36	14.69	15.01	15.34	15.67	15.99	16.32
	REAL PROPERTY LISTER ASSISTANT	2.25%	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.35	\$ 0.36	\$ 0.37
			\$ 14.36	\$ 14.68	\$ 15.02	\$ 15.35	\$ 15.69	\$ 16.02	\$ 16.35	\$ 16.69
		2.07%	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.35
			\$ 14.66	\$ 14.98	\$ 15.33	\$ 15.67	\$ 16.01	\$ 16.35	\$ 16.69	\$ 17.04
		1.56%	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27
			\$ 14.89	\$ 15.21	\$ 15.57	\$ 15.91	\$ 16.26	\$ 16.61	\$ 16.95	\$ 17.31
		1.00%	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.17	\$ 0.17	\$ 0.17
		6.88%	\$ 15.04	\$ 15.36	\$ 15.73	\$ 16.07	\$ 16.42	\$ 16.78	\$ 17.12	\$ 17.48
			7.12%	6.96%	7.08%	7.06%	7.04%	7.08%	7.07%	7.11%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
C	PRIVATE LESSONS		12.99	13.30	13.60	13.90	14.20	14.51	14.81	15.11
		2.25%	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.33	\$ 0.34
			\$ 13.28	\$ 13.60	\$ 13.91	\$ 14.21	\$ 14.52	\$ 14.84	\$ 15.14	\$ 15.45
		2.07%	\$ 0.27	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32
			\$ 13.55	\$ 13.88	\$ 14.20	\$ 14.50	\$ 14.82	\$ 15.15	\$ 15.45	\$ 15.77
		1.56%	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
			\$ 13.76	\$ 14.10	\$ 14.42	\$ 14.73	\$ 15.05	\$ 15.39	\$ 15.69	\$ 16.02
		1.00%	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16
		6.88%	\$ 13.90	\$ 14.24	\$ 14.56	\$ 14.88	\$ 15.20	\$ 15.54	\$ 15.85	\$ 16.18
			7.01%	7.07%	7.06%	7.05%	7.04%	7.10%	7.02%	7.08%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
*	AMB EMERGENCY MED TECH		12.73	13.03	13.32	13.62	13.91	14.21	14.50	14.80
		2.25%	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.33
			\$ 13.02	\$ 13.32	\$ 13.62	\$ 13.93	\$ 14.22	\$ 14.53	\$ 14.83	\$ 15.13
		2.07%	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31
			\$ 13.29	\$ 13.60	\$ 13.90	\$ 14.22	\$ 14.51	\$ 14.83	\$ 15.14	\$ 15.44
		1.56%	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24
			\$ 13.50	\$ 13.81	\$ 14.12	\$ 14.44	\$ 14.74	\$ 15.06	\$ 15.38	\$ 15.68
		1.00%	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.16
		6.88%	\$ 13.64	\$ 13.95	\$ 14.26	\$ 14.58	\$ 14.89	\$ 15.21	\$ 15.53	\$ 15.84
			7.15%	7.06%	7.06%	7.05%	7.05%	7.04%	7.10%	7.03%

Richland County Committee

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
B	GROUNDSKEEPER		12.03	12.31	12.59	12.87	13.15	13.43	13.71	13.99
	BAILIFF	2.25%	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.31
	STORAGE COORDINATOR		\$ 12.30	\$ 12.59	\$ 12.87	\$ 13.16	\$ 13.45	\$ 13.73	\$ 14.02	\$ 14.30
		2.07%	\$ 0.25	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.30
			\$ 12.55	\$ 12.85	\$ 13.14	\$ 13.43	\$ 13.73	\$ 14.01	\$ 14.31	\$ 14.60
		1.56%	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23
			\$ 12.75	\$ 13.05	\$ 13.34	\$ 13.64	\$ 13.94	\$ 14.23	\$ 14.53	\$ 14.83
		1.00%	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15	\$ 0.15
		6.88%	\$ 12.88	\$ 13.18	\$ 13.47	\$ 13.78	\$ 14.08	\$ 14.37	\$ 14.68	\$ 14.98
			7.07%	7.07%	6.99%	7.07%	7.07%	7.00%	7.08%	7.08%
A	CLERICAL TEMPORARY		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	CLERICAL TEMPORARY	2.25%	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.29	\$ 0.29
	CUSTODIAN WEEKEND MAINTENANCE		\$ 11.39	\$ 11.66	\$ 11.92	\$ 12.18	\$ 12.44	\$ 12.71	\$ 12.98	\$ 13.24
	HHS DRIVER/ESCORT DRIVER	2.07%	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27	\$ 0.27
	HHS NUTRITION DRIVER		\$ 11.63	\$ 11.90	\$ 12.17	\$ 12.43	\$ 12.70	\$ 12.97	\$ 13.25	\$ 13.51
	HHS NUTRITION SITE WORKER	1.56%	\$ 0.18	\$ 0.19	\$ 0.19	\$ 0.19	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21
	HIGHWAY SEASONAL		\$ 11.81	\$ 12.09	\$ 12.36	\$ 12.62	\$ 12.90	\$ 13.17	\$ 13.46	\$ 13.72
	RECEPTIONIST	1.00%	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.14
		6.88%	\$ 11.93	\$ 12.21	\$ 12.48	\$ 12.75	\$ 13.03	\$ 13.30	\$ 13.59	\$ 13.86
			7.09%	7.11%	7.03%	7.05%	7.07%	7.00%	7.09%	7.03%
aa	CAFETERIA WORKER		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	CPR INSTRUCTOR	2.25%	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27
	FIRST AID INSTRUCTOR		\$ 10.54	\$ 10.80	\$ 11.04	\$ 11.28	\$ 11.52	\$ 11.77	\$ 12.01	\$ 12.26
	RAQUETBALL INSTRUCTOR	2.07%	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25
	WATER SAFETY INSTRUCTOR		\$ 10.76	\$ 11.02	\$ 11.27	\$ 11.51	\$ 11.76	\$ 12.01	\$ 12.26	\$ 12.51
	WEIGHT TRAINING INSTRUCTOR	1.56%	\$ 0.17	\$ 0.17	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.19	\$ 0.19	\$ 0.20
			\$ 10.93	\$ 11.19	\$ 11.45	\$ 11.69	\$ 11.94	\$ 12.20	\$ 12.45	\$ 12.71
		1.00%	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.13
		6.88%	\$ 11.04	\$ 11.30	\$ 11.56	\$ 11.81	\$ 12.06	\$ 12.32	\$ 12.57	\$ 12.84
			7.08%	7.01%	7.04%	7.07%	7.01%	7.04%	6.98%	7.09%

Richland County Committee

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ab	LIFEGUARD		9.55	9.78	10.00	10.21	10.44	10.66	10.88	11.10
		2.25%	\$ 0.21	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
			\$ 9.76	\$ 10.00	\$ 10.23	\$ 10.44	\$ 10.67	\$ 10.90	\$ 11.12	\$ 11.35
		2.07%	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.23
			\$ 9.96	\$ 10.21	\$ 10.44	\$ 10.66	\$ 10.89	\$ 11.13	\$ 11.35	\$ 11.58
		1.56%	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.18	\$ 0.18
			\$ 10.12	\$ 10.37	\$ 10.60	\$ 10.83	\$ 11.06	\$ 11.30	\$ 11.53	\$ 11.76
		1.00%	\$ 0.10	\$ 0.10	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.12	\$ 0.12
		6.88%	\$ 10.22	\$ 10.47	\$ 10.71	\$ 10.94	\$ 11.17	\$ 11.41	\$ 11.65	\$ 11.88
			7.02%	7.06%	7.10%	7.15%	6.99%	7.04%	7.08%	7.03%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ac	DAY CARE AIDE		8.84	9.06	9.26	9.45	9.67	9.87	10.07	10.28
		2.25%	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23
			\$ 9.04	\$ 9.26	\$ 9.47	\$ 9.66	\$ 9.89	\$ 10.09	\$ 10.30	\$ 10.51
		2.07%	\$ 0.19	\$ 0.19	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22
			\$ 9.23	\$ 9.45	\$ 9.67	\$ 9.86	\$ 10.09	\$ 10.30	\$ 10.51	\$ 10.73
		1.56%	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.17
			\$ 9.37	\$ 9.60	\$ 9.82	\$ 10.01	\$ 10.25	\$ 10.46	\$ 10.67	\$ 10.90
		1.00%	\$ 0.09	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.11	\$ 0.11
		6.88%	\$ 9.46	\$ 9.70	\$ 9.92	\$ 10.11	\$ 10.35	\$ 10.56	\$ 10.78	\$ 11.01
			7.01%	7.06%	7.13%	6.98%	7.03%	6.99%	7.05%	7.10%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ad			819	8.39	857	8.75	8.95	9.14	9.32	9.52
		2.25%	\$ 18.43	\$ 0.19	\$ 19.28	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.21
			\$ 837.43	\$ 8.58	\$ 876.28	\$ 8.95	\$ 9.15	\$ 9.35	\$ 9.53	\$ 9.73
		2.07%	\$ 17.33	\$ 0.18	\$ 18.14	\$ 0.19	\$ 0.19	\$ 0.19	\$ 0.20	\$ 0.20
			\$ 854.76	\$ 8.76	\$ 894.42	\$ 9.14	\$ 9.34	\$ 9.54	\$ 9.73	\$ 9.93
		1.56%	\$ 13.33	\$ 0.14	\$ 13.95	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
			\$ 868.09	\$ 8.90	\$ 908.37	\$ 9.28	\$ 9.49	\$ 9.69	\$ 9.88	\$ 10.08
		1.00%	\$ 8.68	\$ 0.09	\$ 9.08	\$ 0.09	\$ 0.09	\$ 0.10	\$ 0.10	\$ 0.10
		6.88%	\$ 876.77	\$ 8.99	\$ 917.45	\$ 9.37	\$ 9.58	\$ 9.79	\$ 9.98	\$ 10.18
			7.05%	7.15%	7.05%	7.09%	7.04%	7.11%	7.08%	6.93%

Richland County Committee

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MINIMUM WAGE									
BATHROOM CLEANER	FAIR	\$	7.25						
CASHIER	FAIR	\$	7.25						
FOOD SERVICE WORKER	UW FOOD SERVICE	\$	7.25						
GRANDSTAND ORGANIZER	FAIR	\$	7.25						
MISCELLANEOUS WORKER	FAIR	\$	7.25						
TICKET TAKER	FAIR	\$	7.25						
SPECIAL NOTES									
County Board Members	County Board	\$	40.00	per County Board meeting					
Committee Members	County Board	\$	30.00	per Committee meeting					
Fair Judge - General	Fair			\$50 for the first 4 hours worked then \$9 p/hr					
Fair Judge - Beef	Fair			\$100 for the first 4 hours worked then \$9 p/hr					
Fair Species Group Work	Fair			\$100 for the first 4 hours worked then \$9 p/hr					
Fair Carcass Show Work	Fair			\$100 for the first 4 hours worked before noon then \$9 p/hr					
Translator	HHS, Sheriff	\$	35.00	per hour					
Coroner	Coroner			\$95 p/call, \$25 for cremation only, \$115 for call plus cremation					
Coroner Deputy	Coroner			\$95 p/call, \$25 for cremation only, \$115 for call plus cremation					
Ambulance Crew Member - volunteer	Ambulance	\$	20.00	per call					
Ambulance Driver - volunteer	Ambulance	\$	15.00	per call					
Ambulance Backup crew weekdays	Ambulance	\$	1.25	per hour					
Ambulance Primary crew weekends & holidays	Ambulance	\$	3.00	per hour					
Corporation Counsel	Courthouse	\$	75.00	per hour					
Corporation Counsel	HHS	\$	75.00	per hour					
County Administrator	CH	\$	95,000.00	annual	3/9/2021	3/9/2022			
Sheriff	Sheriff	\$	77,037.21	annual					
County Clerk	County Clerk	\$	77,026.95	annual					
County Treasurer	Treasurer	\$	62,327.61	annual					
Register of Deeds	Register of Deeds	\$	62,327.61	annual					
Clerk of Court	Clerk of Court	\$	62,327.07	annual					
Family Court Commissioner	Family Court Commissioner	\$	25,457.68	annual					
Child Supprt Administrator/Assis tant	D.A/Child Support	\$	21,991.16	annual					
BEYOND STEP 8 OF THE WAGE SCALE									
Victim Witness Coordinator/Legal Secretary	District Attorney	\$	21.73	Andrea Fields					
HHS Business System Analyst 20-97 Supervisor	HHS	\$	24.03	Sharon Pasold					
HHS Social Worker Disability Benefit Specialist	HHS	\$	23.27	Jodi Hines					
HWY Clerk	HWY	\$	20.24	Cerresa Rose					

Richland County Committee

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GRADE	JOB TITLE	DEPARTMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	PVH NURSING HOME & ASST LIVING ADMIN 18-36		39.16	40.08	40.99	41.90	42.81	43.72	44.63	45.54
		2.25%	\$ 0.88	\$ 0.90	\$ 0.92	\$ 0.94	\$ 0.96	\$ 0.98	\$ 1.00	\$ 1.02
			\$ 40.04	\$ 40.98	\$ 41.91	\$ 42.84	\$ 43.77	\$ 44.70	\$ 45.63	\$ 46.56
		2.07%	\$ 0.83	\$ 0.85	\$ 0.87	\$ 0.89	\$ 0.91	\$ 0.93	\$ 0.94	\$ 0.96
			\$ 40.87	\$ 41.83	\$ 42.78	\$ 43.73	\$ 44.68	\$ 45.63	\$ 46.57	\$ 47.52
		1.56%	\$ 0.64	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.70	\$ 0.71	\$ 0.73	\$ 0.74
			\$ 41.51	\$ 42.48	\$ 43.45	\$ 44.41	\$ 45.38	\$ 46.34	\$ 47.30	\$ 48.26
		1.00%	\$ 0.42	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48
			\$ 41.93	\$ 42.90	\$ 43.88	\$ 44.85	\$ 45.83	\$ 46.80	\$ 47.77	\$ 48.74
			7.07%	7.04%	7.05%	7.04%	7.05%	7.04%	7.04%	7.03%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
O			37.07	37.93	38.79	39.65	40.51	41.38	42.24	43.10
		2.25%	\$ 0.83	\$ 0.85	\$ 0.87	\$ 0.89	\$ 0.91	\$ 0.93	\$ 0.95	\$ 0.97
			\$ 37.90	\$ 38.78	\$ 39.66	\$ 40.54	\$ 41.42	\$ 42.31	\$ 43.19	\$ 44.07
		2.07%	\$ 0.78	\$ 0.80	\$ 0.82	\$ 0.84	\$ 0.86	\$ 0.88	\$ 0.89	\$ 0.91
			\$ 38.68	\$ 39.58	\$ 40.48	\$ 41.38	\$ 42.28	\$ 43.19	\$ 44.08	\$ 44.98
		1.56%	\$ 0.60	\$ 0.62	\$ 0.63	\$ 0.65	\$ 0.66	\$ 0.67	\$ 0.69	\$ 0.70
			\$ 39.28	\$ 40.20	\$ 41.11	\$ 42.03	\$ 42.94	\$ 43.86	\$ 44.77	\$ 45.68
		1.00%	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46
			\$ 39.67	\$ 40.60	\$ 41.52	\$ 42.45	\$ 43.37	\$ 44.30	\$ 45.22	\$ 46.14
			7.01%	7.04%	7.04%	7.06%	7.06%	7.06%	7.05%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
N	PVH DIRECTOR OF NURSING Res 19-135		34.96	35.77	36.59	37.40	38.21	39.02	39.84	40.65
		2.25%	\$ 0.79	\$ 0.80	\$ 0.82	\$ 0.84	\$ 0.86	\$ 0.88	\$ 0.90	\$ 0.91
			\$ 35.75	\$ 36.57	\$ 37.41	\$ 38.24	\$ 39.07	\$ 39.90	\$ 40.74	\$ 41.56
		2.07%	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79	\$ 0.81	\$ 0.83	\$ 0.84	\$ 0.86
			\$ 36.49	\$ 37.33	\$ 38.18	\$ 39.03	\$ 39.88	\$ 40.73	\$ 41.58	\$ 42.42
		1.56%	\$ 0.57	\$ 0.58	\$ 0.60	\$ 0.61	\$ 0.62	\$ 0.64	\$ 0.65	\$ 0.66
			\$ 37.06	\$ 37.91	\$ 38.78	\$ 39.64	\$ 40.50	\$ 41.37	\$ 42.23	\$ 43.08
		1.00%	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.41	\$ 0.42	\$ 0.43
			\$ 37.43	\$ 38.29	\$ 39.17	\$ 40.04	\$ 40.91	\$ 41.78	\$ 42.65	\$ 43.51
			7.07%	7.05%	7.05%	7.06%	7.07%	7.07%	7.05%	7.04%

Richland County Committee

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			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
M			32.86	33.62	34.39	35.15	35.92	36.68	37.45	38.21
		2.25%	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79	\$ 0.81	\$ 0.83	\$ 0.84	\$ 0.86
			\$ 33.60	\$ 34.38	\$ 35.16	\$ 35.94	\$ 36.73	\$ 37.51	\$ 38.29	\$ 39.07
		2.07%	\$ 0.70	\$ 0.71	\$ 0.73	\$ 0.74	\$ 0.76	\$ 0.78	\$ 0.79	\$ 0.81
			\$ 34.30	\$ 35.09	\$ 35.89	\$ 36.68	\$ 37.49	\$ 38.29	\$ 39.08	\$ 39.88
		1.56%	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.60	\$ 0.61	\$ 0.62
			\$ 34.84	\$ 35.64	\$ 36.45	\$ 37.25	\$ 38.07	\$ 38.89	\$ 39.69	\$ 40.50
		1.00%	\$ 0.35	\$ 0.36	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41
			\$ 35.19	\$ 36.00	\$ 36.81	\$ 37.62	\$ 38.45	\$ 39.28	\$ 40.09	\$ 40.91
			7.09%	7.08%	7.04%	7.03%	7.04%	7.09%	7.05%	7.07%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
L	PVH RN MANAGER-CBRF		30.76	31.48	32.19	32.91	33.62	34.34	35.05	35.77
	PVH RN MANAGER	2.25%	\$ 0.69	\$ 0.71	\$ 0.72	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79	\$ 0.80
			\$ 31.45	\$ 32.19	\$ 32.91	\$ 33.65	\$ 34.38	\$ 35.11	\$ 35.84	\$ 36.57
		2.07%	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.70	\$ 0.71	\$ 0.73	\$ 0.74	\$ 0.76
			\$ 32.10	\$ 32.86	\$ 33.59	\$ 34.35	\$ 35.09	\$ 35.84	\$ 36.58	\$ 37.33
		1.56%	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58
			\$ 32.60	\$ 33.37	\$ 34.11	\$ 34.89	\$ 35.64	\$ 36.40	\$ 37.15	\$ 37.91
		1.00%	\$ 0.33	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.36	\$ 0.37	\$ 0.38
			\$ 32.93	\$ 33.70	\$ 34.45	\$ 35.24	\$ 36.00	\$ 36.76	\$ 37.52	\$ 38.29
			7.05%	7.05%	7.02%	7.08%	7.08%	7.05%	7.05%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
K	PVH RN SUPERVISOR Res 19-135		28.66	29.33	30.00	30.66	31.33	32.00	32.66	33.33
		2.25%	\$ 0.64	\$ 0.66	\$ 0.68	\$ 0.69	\$ 0.70	\$ 0.72	\$ 0.73	\$ 0.75
			\$ 29.30	\$ 29.99	\$ 30.68	\$ 31.35	\$ 32.03	\$ 32.72	\$ 33.39	\$ 34.08
		2.07%	\$ 0.61	\$ 0.62	\$ 0.64	\$ 0.65	\$ 0.66	\$ 0.68	\$ 0.69	\$ 0.71
			\$ 29.91	\$ 30.61	\$ 31.32	\$ 32.00	\$ 32.69	\$ 33.40	\$ 34.08	\$ 34.79
		1.56%	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54
			\$ 30.38	\$ 31.09	\$ 31.81	\$ 32.50	\$ 33.20	\$ 33.92	\$ 34.61	\$ 35.33
		1.00%	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.35
			\$ 30.68	\$ 31.40	\$ 32.13	\$ 32.83	\$ 33.53	\$ 34.26	\$ 34.96	\$ 35.68
			7.05%	7.06%	7.10%	7.08%	7.02%	7.06%	7.04%	7.05%

Richland County Committee

Agenda Item Cover

J	PVH HUMAN RESOURCES DIR		26.57	27.18	27.80	28.42	29.04	29.65	30.27	30.89
	PVH SOCIAL SERVICE SUPR	2.25%	\$ 0.60	\$ 0.61	\$ 0.63	\$ 0.64	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.70
	PVH REGISTERED NURSE Res 19-135		\$ 27.17	\$ 27.79	\$ 28.43	\$ 29.06	\$ 29.69	\$ 30.32	\$ 30.95	\$ 31.59
		2.07%	\$ 0.56	\$ 0.58	\$ 0.59	\$ 0.60	\$ 0.61	\$ 0.63	\$ 0.64	\$ 0.65
			\$ 27.73	\$ 28.37	\$ 29.02	\$ 29.66	\$ 30.30	\$ 30.95	\$ 31.59	\$ 32.24
		1.56%	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50
			\$ 28.16	\$ 28.81	\$ 29.47	\$ 30.12	\$ 30.77	\$ 31.43	\$ 32.08	\$ 32.74
		1.00%	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32	\$ 0.33
			\$ 28.44	\$ 29.10	\$ 29.76	\$ 30.42	\$ 31.08	\$ 31.74	\$ 32.40	\$ 33.07
			7.04%	7.06%	7.05%	7.04%	7.02%	7.05%	7.04%	7.06%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
I	PVH MAINTENANCE SUPERVISOR (7-17-18)		24.47	25.04	25.61	26.17	26.74	27.31	27.88	28.45
		2.25%	\$ 0.55	\$ 0.56	\$ 0.58	\$ 0.59	\$ 0.60	\$ 0.61	\$ 0.63	\$ 0.64
			\$ 25.02	\$ 25.60	\$ 26.19	\$ 26.76	\$ 27.34	\$ 27.92	\$ 28.51	\$ 29.09
		2.07%	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.57	\$ 0.58	\$ 0.59	\$ 0.60
			\$ 25.54	\$ 26.13	\$ 26.73	\$ 27.31	\$ 27.91	\$ 28.50	\$ 29.10	\$ 29.69
		1.56%	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.44	\$ 0.45	\$ 0.46
			\$ 25.94	\$ 26.54	\$ 27.15	\$ 27.74	\$ 28.35	\$ 28.94	\$ 29.55	\$ 30.15
		1.00%	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.30	\$ 0.30
			\$ 26.20	\$ 26.81	\$ 27.42	\$ 28.02	\$ 28.63	\$ 29.23	\$ 29.85	\$ 30.45
			7.07%	7.07%	7.07%	7.07%	7.07%	7.03%	7.07%	7.03%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
H	PVH ADMINISTRATIVE ASST		22.37	22.89	23.41	23.93	24.45	24.97	25.49	26.01
	PVH ACTIVITY DIRECTOR	2.25%	\$ 0.50	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.59
	PVH SOCIAL WORKER		\$ 22.87	\$ 23.41	\$ 23.94	\$ 24.47	\$ 25.00	\$ 25.53	\$ 26.06	\$ 26.60
		2.07%	\$ 0.47	\$ 0.48	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55
			\$ 23.34	\$ 23.89	\$ 24.44	\$ 24.98	\$ 25.52	\$ 26.06	\$ 26.60	\$ 27.15
		1.56%	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.41	\$ 0.42
			\$ 23.70	\$ 24.26	\$ 24.82	\$ 25.37	\$ 25.92	\$ 26.47	\$ 27.01	\$ 27.57
		1.00%	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26	\$ 0.27	\$ 0.28
			\$ 23.94	\$ 24.50	\$ 25.07	\$ 25.62	\$ 26.18	\$ 26.73	\$ 27.28	\$ 27.85
			7.02%	7.03%	7.09%	7.06%	7.08%	7.05%	7.02%	7.07%

Richland County Committee

Agenda Item Cover

			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
G	PVH FOOD SERVICE SUPERVISOR		20.26	20.73	21.20	21.68	22.15	22.62	23.09	23.56
	PVH MANAGER OF INFO SYSTEMS (Res 19-82)	2.25%	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53
	PVH LPN Res 19-135		\$ 20.72	\$ 21.20	\$ 21.68	\$ 22.17	\$ 22.65	\$ 23.13	\$ 23.61	\$ 24.09
		2.07%	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50
			\$ 21.15	\$ 21.64	\$ 22.13	\$ 22.63	\$ 23.12	\$ 23.61	\$ 24.10	\$ 24.59
		1.56%	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.35	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.38
			\$ 21.48	\$ 21.98	\$ 22.48	\$ 22.98	\$ 23.48	\$ 23.98	\$ 24.48	\$ 24.97
		1.00%	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
			\$ 21.69	\$ 22.20	\$ 22.70	\$ 23.21	\$ 23.71	\$ 24.22	\$ 24.72	\$ 25.22
			7.06%	7.09%	7.08%	7.06%	7.04%	7.07%	7.06%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
F			18.16	18.59	19.01	19.43	19.85	20.28	20.70	21.12
		2.25%	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48
			\$ 18.57	\$ 19.01	\$ 19.44	\$ 19.87	\$ 20.30	\$ 20.74	\$ 21.17	\$ 21.60
		2.07%	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45
			\$ 18.95	\$ 19.40	\$ 19.84	\$ 20.28	\$ 20.72	\$ 21.17	\$ 21.61	\$ 22.05
		1.56%	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.34
			\$ 19.25	\$ 19.70	\$ 20.15	\$ 20.60	\$ 21.04	\$ 21.50	\$ 21.95	\$ 22.39
		1.00%	\$ 0.19	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.22
			\$ 19.44	\$ 19.90	\$ 20.35	\$ 20.81	\$ 21.25	\$ 21.72	\$ 22.17	\$ 22.61
			7.05%	7.05%	7.05%	7.10%	7.05%	7.10%	7.10%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
E	FISCAL CLERK		16.06	16.44	16.81	17.19	17.56	17.93	18.31	18.68
	PVH MAINTENANCE WORKER	2.25%	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.40	\$ 0.41	\$ 0.42
	PVH MEDICATION AIDE (Res. No. 18-69)		\$ 16.42	\$ 16.81	\$ 17.19	\$ 17.58	\$ 17.96	\$ 18.33	\$ 18.72	\$ 19.10
	PVH UNIT CLERK (7-17-18)	2.07%	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.36	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40
	PVH NURSING ADMIN ASST Res 19-135		\$ 16.76	\$ 17.16	\$ 17.55	\$ 17.94	\$ 18.33	\$ 18.71	\$ 19.11	\$ 19.50
		1.56%	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.30
			\$ 17.02	\$ 17.43	\$ 17.82	\$ 18.22	\$ 18.62	\$ 19.00	\$ 19.41	\$ 19.80
		1.00%	\$ 0.17	\$ 0.17	\$ 0.18	\$ 0.18	\$ 0.19	\$ 0.19	\$ 0.19	\$ 0.20
			\$ 17.19	\$ 17.60	\$ 18.00	\$ 18.40	\$ 18.81	\$ 19.19	\$ 19.60	\$ 20.00
			7.04%	7.06%	7.08%	7.04%	7.12%	7.03%	7.05%	7.07%

Richland County Committee

Agenda Item Cover

			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
D	PVH CNA NURSING ASSISTANT		13.97	14.29	14.62	14.94	15.27	15.59	15.92	16.24
	PVH CLERICAL ASSISTANT I (7-17-18)	2.25%	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.37
	PVH HOUSEKEEPER LEAD		\$ 14.28	\$ 14.61	\$ 14.95	\$ 15.28	\$ 15.61	\$ 15.94	\$ 16.28	\$ 16.61
	PVH LEAD COOK (Res. No. 18-68)	2.07%	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.34
	PVH UNIT CLERK		\$ 14.58	\$ 14.91	\$ 15.26	\$ 15.60	\$ 15.93	\$ 16.27	\$ 16.62	\$ 16.95
		1.56%	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25	\$ 0.25	\$ 0.26	\$ 0.26
			\$ 14.81	\$ 15.14	\$ 15.50	\$ 15.84	\$ 16.18	\$ 16.52	\$ 16.88	\$ 17.21
		1.00%	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.17	\$ 0.17	\$ 0.17
			\$ 14.96	\$ 15.29	\$ 15.66	\$ 16.00	\$ 16.34	\$ 16.69	\$ 17.05	\$ 17.38
			7.09%	7.00%	7.11%	7.10%	7.01%	7.06%	7.10%	7.02%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
C	PVH ACTIVITY AIDE		12.93	13.24	13.54	13.84	14.14	14.44	14.74	15.04
		2.25%	\$ 0.29	\$ 0.30	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.32	\$ 0.33	\$ 0.34
			\$ 13.22	\$ 13.54	\$ 13.84	\$ 14.15	\$ 14.46	\$ 14.76	\$ 15.07	\$ 15.38
		2.07%	\$ 0.27	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31	\$ 0.32
			\$ 13.49	\$ 13.82	\$ 14.13	\$ 14.44	\$ 14.76	\$ 15.07	\$ 15.38	\$ 15.70
		1.56%	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.24
			\$ 13.70	\$ 14.04	\$ 14.35	\$ 14.67	\$ 14.99	\$ 15.31	\$ 15.62	\$ 15.94
		1.00%	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.16	\$ 0.16
			\$ 13.84	\$ 14.18	\$ 14.49	\$ 14.82	\$ 15.14	\$ 15.46	\$ 15.78	\$ 16.10
			7.04%	7.10%	7.02%	7.08%	7.07%	7.06%	7.06%	7.05%
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
B	PVH COOK I		11.98	12.26	12.54	12.82	13.09	13.37	13.65	13.93
	PVH FOOD SERVICE WORKER II	2.25%	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.31
	PVH PERSONAL CARE WORKER		\$ 12.25	\$ 12.54	\$ 12.82	\$ 13.11	\$ 13.38	\$ 13.67	\$ 13.96	\$ 14.24
	RESIDENT ASSISTANT	2.07%	\$ 0.25	\$ 0.26	\$ 0.27	\$ 0.27	\$ 0.28	\$ 0.28	\$ 0.29	\$ 0.29
			\$ 12.50	\$ 12.80	\$ 13.09	\$ 13.38	\$ 13.66	\$ 13.95	\$ 14.25	\$ 14.53
		1.56%	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.21	\$ 0.21	\$ 0.22	\$ 0.22	\$ 0.23
			\$ 12.70	\$ 13.00	\$ 13.29	\$ 13.59	\$ 13.87	\$ 14.17	\$ 14.47	\$ 14.76
		1.00%	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.15
			\$ 12.83	\$ 13.13	\$ 13.42	\$ 13.73	\$ 14.01	\$ 14.31	\$ 14.61	\$ 14.91
			7.10%	7.10%	7.02%	7.10%	7.03%	7.03%	7.03%	7.04%

Agenda Item Cover

Recommended Cover Letter— County Administrator Langreck (20 May 2020)

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Pine Valley report on uses of excess funds 2018-2021

Department	Pine Valley	Presented By:	Tom Rislow/Therese Deckert
Date of Meeting:	May 4, 2021	Action Needed:	No Action Needed
Disclosure:	Open Session	Authority:	
Date submitted:	April 26, 2021	Referred by:	F+P Chair request

Recommendation and/or action language: Informational report only

Background: WIPFLI's forecast of the estimated annual profits from Pine Valley for 2018, 2019, and 2020 were met. However, those profits weren't put toward Debt Service. So the question was asked "where did the funds go". The answer to that question is that the excess funds began to be put into a 'Debt Service Fund' on Pine Valley's balance sheet. That is until 2018 when the auditors from Johnson Block strongly advised against this. They advised instead that Pine Valley build up its reserves, which at that time were equivalent to barely more than only one month's worth of operating expenses. So since 2018 the excess funds have been used to build up Pine Valley's operating cash reserves and capital improvement fund balance. During a recent phone call with Carol Ann Wirth from Wisconsin Public Finance Professionals, Carol characterized the Pine Valley Trustees' action in this regard as following good basic business practice; a practice that has been confirmed with the recent occupancy challenges and decline in revenues at Pine Valley brought on by the pandemic.

The current balance of Pine Valley's Debt Service fund is \$254,996.24.

Pine Valley, since 2019, has also contributed \$842,000 to the county's general fund.

Attachments and References:

Use of Excess Funds report	Document that references Pine Valley's forecasted potential for debt service contributions

Approval:

Review:



Department Head

Administrator, or Elected Office (if applicable)

PINE VALLEY COMMUNITY VILLAGE

	Pre Audit 2018	Pre Audit 2019	Pre Audit 2020	January 2021
TOTAL INCOME/LOSS	1,028,364	936,199	1,085,632	9,214
Use of Surplus Funds				
Contribution to General Fund		(300,000)	(200,000)	(342,000)
Moved to PV Capital Improvement Fund			(301,150)	
REMAINING SURPLUS FUNDS/ADDED TO OPERATING RESERVES	\$ 1,028,364	\$ 636,199	\$ 584,482	\$ (332,786)

January 2018- Pine Valley received Operational Tax Levy \$126,631 (Received -0- in 2019, 2020, 2021)

	2017	2018	2019	Pre Audit 2020	January 2021
Operating Cash Reserves	954,505	1,858,040	2,704,399	3,214,422	2,894,194
Capital Improvement Fund Balance	620,100	620,100	620,100	921,250	921,250

4/7/2021

Update to May 28, 2015 Report on Potential Tax Impact

The information below appeared in the May 28, 2015 Report to the County Board and has been updated with the actual debt service figures for all three phases of the Pine Valley financings. The information regarding Pine Valley Est. Profit is the same information contained in the May report as included in the May 2015 Wipfli forecast.

Budget Year	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020-2036</u>
Debt Payment:					
Principal & Interest	<u>\$372,083</u>	<u>\$719,665</u>	<u>\$1,371,500</u>	<u>\$1,465,900</u>	<u>\$1,482,912</u>
Source of Funding:					
Interest Borrowed	\$372,083	\$361,407			
Pine Valley Equity		\$358,258			
Pine Valley Est. Profit From Prior Year (Est.)			\$ 652,016	\$ 746,277	\$ 770,812
County Operating Levy Contribution			\$ 200,000	\$ 200,000	\$ 200,000
*County Debt Tax Levy (Est.) _____			<u>\$ 519,484</u>	<u>\$ 519,623</u>	<u>\$ 512,100</u>
Total Funding Sources	<u>\$372,083</u>	<u>\$719,665</u>	<u>\$1,371,500</u>	<u>\$1,465,900</u>	<u>\$1,482,912</u>

--- No Tax Impact --- - - - - - Tax Rate Impact - - - -

County's 2015 Equalized Value - \$1,023,336,700 Approx. 51 cents or \$51 on \$100,000

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Pine Valley – reclassification of wage grades and titles for Fiscal Clerk (A), and Fiscal Clerk (B)

Department	Pine Valley	Presented By:	Tom Rislow
Date of Meeting:	May 4, 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	
Date submitted:	April 26, 2021	Referred by:	Pine Valley Trustees

Recommendation and/or action language: Recommend a motion, "to present a resolution to the County Board for reclassification of Fiscal Clerk (A) – from Pine Valley Wage Grade E (step 5 - \$17.56) to Pine Valley Wage Grade F (step 5 - \$19.85) – and a title change for Fiscal Clerk (A) to Payroll & Accounts Payable Clerk – **AND** – for reclassification of Fiscal Clerk (B) – from Pine Valley Wage Grade E (step 5 - \$17.56) to Pine Valley Wage Grade F (step 5 - \$19.85) – and a title change for Fiscal Clerk (B) to Billing Specialist"

Background: The Finance & Personnel Committee voted in December of 2019 to recommend to the County board BOTH Fiscal positions be moved from step 5 to step 8 on Pine Valley's Wage Grade E, solely due to the market disparity in wages. However due to an amendment made to Resolution 19-135, that recommendation did not happen. Since that time both positions have gotten more complex with additional expectations, and now warrant a change in pay grade based solely on that, besides the fact there still exists a significant market disparity in wages.

Attachments and References:

Reclassification request timeline recap	
	Review & comments from Patrick Glynn

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	Financial impact for remainder of 2021 = \$4,404
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	To be funded through operations and/or reserves
<input type="checkbox"/>	No financial impact		

Draft of Resolution for the County Board is done; awaiting outcome of committee's decision, and review by Corporate Counsel.

Approval:

Review:



Department Head

Administrator, or Elected Office (if applicable)

To: Richland County Finance & Personnel Committee
From: Tom Rislow, Administrator, Pine Valley
Date: May 4, 2021
Subject: 'Request for wage reclassification for Fiscal Clerks (FC)' **timeline recap**

Spring 2018 – Pine Valley (PV) had opportunity to appeal (FC) disappointing wage grade placement – However, PV did not appeal.

Spring 2018 to Fall 2019 - one (FC) position turned over twice.

December 2019 – Carlson Dettmann analysis showed a \$2.29/hour market disparity between PV FC wage and market wage.

December 2019 – County Finance & Personnel Committee (F&PC) approved PV's wage increase request for both (FC) positions.

December 2019 – County board amended resolution; pulling (FC) positions from PV's request.

January to December 2020 - Pandemic – PV didn't re-approach the subject.

January 2021 – PV Trustees approved re-introducing the request through Carlson Dettmann and (F&PC)

February 2021 – PV pulled request from (F&PC) agenda, to more thoroughly prepare its supporting documents.

March 2021 – The extra preparation paid dividends in that Carlson Dettmann analysis concluded both (FC) positions' job evaluation ratings had increased in areas of thinking, challenges, interactions and communication. However, Carlson Dettmann recommended reclassifying only one of the (FC) positions up a grade; not both.

PV wage reclassification timeline recap continued...

March 2021 – PV made Request to the County's (F & PC) for both (FC) positions' to be reclassified, emphasizing that Carlson Dettmann's analysis agreed with PV analysis that both positions had changed in their complexity. Additionally, PV argued that even though Carlson Dettmann recommended one position not be reclassified up a grade based on their points system, that PV believed it still warranted moving up, when considering Carlson Dettmann's own analysis showed the position being \$2.29 per hour behind market. PV argued that this fact, in addition to the complexity having changed, warranted approving the increase. However, as discussion continued it was clear the committee had not received all the necessary documents in advance. Additionally, they had questions beyond what the documents could have answered. Therefore, the committee voted to 'table' action on this agenda item.

March 2021 – County (F & PC) chair, Shaun Lopez-Murphy, and County Administrator, Clint Langreck met privately with the administrator at PV. The result of that meeting was a request from the committee chair, that PV administrator present to the committee on PV's use of excess funds since 2018.

May 2021 – Report being made to County's (F & PC) on PV's use of excess funds.

May 2021 – FC reclassification request submitted again to the County's (F & PC)

**CARLSON
DETTMANN**
CONSULTING
A Cottingham & Butler Company

March 2, 2021

MEMORANDUM

TO: Clinton Langreck, County Administrator
FR: Patrick Glynn, Director of Total Rewards
RE: Job Classification Review: Payroll & AP Clerk and Billing Specialist

The County requested we evaluate job documentation provided for two classifications at the nursing home: Payroll & AP Clerk and Billing Specialist.

- **Payroll & AP Clerk:** This request comes largely due to a number of changes in pay rules as well as additional expectations relating to accounts payable. We agree that there is greater complexity and, after reviewing the documentation provided by the County, we recommend revising the job evaluation ratings for thinking challenges, decision-making, and interactions and communications. However, the additional points are not sufficient to move to the next grade. Our recommendation is to maintain placement at Grade E of the wage structure.
- **Billing Specialist:** In addition to the billing responsibilities, this classification now has a more active role in the admissions process. After reviewing the documentation provided by the County, we recommend revising the job evaluation ratings for thinking challenges, decision-making, interactions and communications, and formal preparation and experience. Our recommended placement is Grade F of the wage structure.

Please let me know if you any questions.

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Pine Valley – reclassifications of Fiscal Clerk (A) to Payroll & Accounts Payable Clerk, and Fiscal Clerk (B) to Billing Specialist

Department	Pine Valley	Presented By:	Tom Rislow
Date of Meeting:	March 21, 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	
Date submitted:	March 2, 2021	Referred by:	Pine Valley Trustees

Recommendation and/or action language: Recommend a motion, "to present a resolution to the County Board for reclassification of Fiscal Clerk (A) – from Pine Valley Wage Grade E (step 5 - \$17.56) to Pine Valley Wage Grade F (step 5 - \$19.85) – and a title change for Fiscal Clerk (A) to Payroll & Accounts Payable Clerk – AND – for reclassification of Fiscal Clerk (B) – from Pine Valley Wage Grade E (step 5 - \$17.56) to Pine Valley Wage Grade F (step 5 - \$19.85) – and a title change for Fiscal Clerk (B) to Billing Specialist”

Background: The Finance & Personnel Committee voted in December of 2019 to recommend to the County board these 2 Fiscal positions be moved from step 5 to step 8 on Pine Valley’s Wage Grade E. However due to an amendment made to Resolution 19-135, the increases did not happen.

Attachments and References:

Reclassification request	Current and proposed job descriptions
Description of additional duties	Review & comments from Patrick Glynn

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	Financial impact for remainder of 2021 = \$7,600
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	No financial impact		

To be funded through operations.


Approval:

Review:

Department Head

Administrator, or Elected Office (if applicable)

APPENDIX B: RECLASSIFICATION REQUEST

1. Department: <u>Pineville</u>	2. Number of employees: <u>1</u>	3. Full-time/Part-time: <u>Full-time</u>
4. Current Position Title: <u>Fiscal Clerk (A)</u>	5. Pay Grade: <u>E</u>	
6. Proposed Position Title: <u>Payroll & Accounts Payable Clerk</u>	7. Proposed Pay Grade: <u>F</u>	
8. Date materials effectively received by Administrator:		9. Proposed Effective Date: <u>3/14/2021</u>
<p align="center">Required Supporting Documentation:</p> <p><input checked="" type="checkbox"/> Current job description and title</p> <p><input checked="" type="checkbox"/> Proposed job description and title, indication of addition or deletion of significant duties, skill requirements, responsibilities, and/or education or experience requirements</p> <p><input checked="" type="checkbox"/> Describe why there are significant addition of duties, educational needs or experience requirements for the position; or why there are significant reductions in duties, education needs or experience requirements for the position.</p> <p><input type="checkbox"/> Supporting documentation (i.e. study data)</p> <p><input type="checkbox"/> Total financial impact to implement reclassification: \$ <u>3,800</u> Budget year: <u>2021</u></p> <p><input type="checkbox"/> Plan of how financial impact will be absorbed</p>		
Department Head Signature: 		Date: <u>2-4-21</u>
Supervisory Committee Action: <input checked="" type="checkbox"/> Approved <input type="checkbox"/> Denied		Date: <u>1-18-21</u>
F+P Committee Action: <input type="checkbox"/> Approved <input type="checkbox"/> Denied		Date:
Compensation Plan Consultant: <input type="checkbox"/> Endorsement <input type="checkbox"/> Denied		Date:

TO BE COMPLETED BY THE COUNTY ADMINISTRATOR OR DESIGNEE

Approved New Position Title:		Effective Date:
Pay Group:	Pay Class: <input type="checkbox"/> hourly; <input type="checkbox"/> salary; <input type="checkbox"/> other	
Job Code:	Union Code:	
Workmen's Comp Code:	EEOC Job/Salary Category:	
New EEOC Function Number:		
Signature of Administrator:	Date:	Approve // Disapprove
Administrator Comments:		

Fiscal Clerk A – Reasons for Reclassification Request; Payroll & Accounts Payable

Description of Significant Addition of Duties/Changes for Payroll and Employee Benefits:

- 1) The payroll has gotten more complex as Pine Valley has implemented several policy changes in order to recruit and retain staff. Due to the shortage of staff we have many employees that work in different departments resulting in different pay rules. Pine Valley Fiscal Clerk takes all of this into consideration when completing payroll making manual adjustments as needed. Some examples include an employee that works in two different departments has different pay rules with different hourly rates, earning overtime vs. comp time and changes in shift pay calculations. This has resulted in much more complicated situation that need to be manually calculated and therefore takes more skill and time to process.
- 2) This job shares many of the responsibilities as the Payroll and Benefit Specialist at the Clerk's Office as the payroll is processed at Pine Valley in compliance with county policies and Department of Labor regulations. Fiscal Clerk A sets up new employee in the payroll software program and also in the correct general ledger and job position, as well as maintains their personnel files. Fiscal Clerk A accurately codes employee payroll changes including hires, termination and wage rates and communicates this to the Clerk's Office.
- 3) Fiscal Clerk A maintain and balances employee vacation, sick and comp times per county policies. Pine Valley keeps track of this, it is not done at the County Clerk's Office. Pine Valley has over 160 employees. This has also gotten more complex with the changes in policies affecting vacation & sick accruals and employees may receive benefit time in one position but not when they are also call-in position.

Description of Significant Addition of Duties/Changes for Accounts Payable:

- 1) The Accounts Payable job duties have increased due to the elimination of the Clerical Assistant. The duties of verifying purchases and charges are now Fiscal Clerk A's responsibility. Fiscal Clerk verifies invoices and forward to the appropriate department head and administrator for approval.
- 2) Fiscal Clerk A must set up new vendor files and request W-9's and provide to County Clerk's office., initiate credit application and tax exempt certificate for vendors.
- 3) Duties have gotten more complex and Fiscal Clerk A must work with vendors regarding billing discrepancies and work towards resolution.
- 4) All of the invoices are accurately coded to the correct GL by the Fiscal Clerk. Once the bills have been appropriately approved, the Fiscal Clerk send the voucher list to the Clerk's Office so the checks may be run.

Description of Changes to Qualifications

*Preference for 2 years' experience in payroll processing, accounting, and knowledge of Kronos. Strong PC skills, including working Excel.

Pine Valley Community Village

PROPOSED Position Description

Name:

Department: Business Office

Position Title: ~~Fiscal Clerk (A)~~ — Payroll and Accounts Payable Clerk Pay Grade: ~~E~~ F

FLSA Status: Non-exempt

Reports to: Administrative Assistant

Purpose of this position: to ensure accurate processing and recording of biweekly payroll and assume responsibility for the validation of invoices to ensure accurate and timely payment of amounts due for Pine Valley Community Village.

Essential Duties and Responsibilities

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required or assigned.

- Receives and verifies invoices and forwards to department heads and administrator for payment approval, verifies pricing and works with vendors concerning discrepancies and provides resolutions, enters invoices into computer assigning proper general ledger codes, processes weekly and monthly batches of vouchers for payment and posts to ledger and register. Delivers register to County Clerk for payment. Mails checks to vendor.
- Sets up new vendor files and requests W-9's and provides to County Clerk's office. Initiates credit applications and tax exempt certificates for vendors.
- Prepares monthly reports for processing financial statements including resident trust account and accounts payable.
- Maintains residents' trust accounts. Receives cash and other payments. Itemizes and records vendor purchases for residents. Distributes cash as needed; balances trust accounts and cash.
- Maintains petty cash account and emergency account including writing checks, assigning correct general ledger account numbers for purchases, and replenishing cash as needed.
- Codes and enters employee payroll changes including hires, terminations, wage rate changes, and probationary periods and provides to County Clerk's office.
- Researches and implements changes to payroll system resulting from resolutions and addendums including working with software company as necessary. Insures that these changes will interface with County's payroll system.

- Prepares bi-weekly payroll: calculates wages from employees' timecards, verifies accuracy, in accordance with County Policies, Pine Valley Policies, and statutory requirements. Prepares spread sheet to record payroll changes for employees with two jobs, on-call pay, shift differentials, and back pay to send with payroll interface to county clerk for payment. **Validates confirmed reports.**
- Assists employees with set up and use of payroll mobile app.
- Reports payroll based journal entries to CMS quarterly.
- Creates, maintains, and **verifies** employee work and benefits recording including vacation, **comp time**, and sick time balances. Calculates vacation termination, vacation retirement and sick retirement payouts for termed employees.
- Creates and maintains employee's files, personnel, **medical**, and attendance records for **Pine Valley**.
- Assists in distributing information to employees during Open Enrollment periods for health/dental insurance, and Flex program. Collects and Submits completed applications to the County Clerk's office.
- Calculates insurance percentages quarterly for part-time employees based on their hours per County handbook.
- Calculates workman's compensation and unemployment and prepares and files forms.
- Provides statistical data to department heads as requested for various government agencies.
- Assists with receiving cash and other payments preparing bank deposits and resident trust.
- Prepares a variety of worksheets for annual audit and State surveyors. Assists State and consulting auditors.
- Fills in for other fiscal clerk as needed.
- Maintains central supplies inventory and takes responsibility for price comparison/shopping and purchases accordingly. Makes purchases for department heads at their request.
- Serves on committees as assigned.

Minimum Training and Experience Required to Perform Essential Job Functions

- Requires minimum of high school diploma with training in accounting, computer systems and general office skills with two years' experience in payroll processing, knowledge of Kronos preferred or any combination of education and experience that provides equivalent knowledge, skills, and abilities.

- Strong PC skills, including working with Excel
- Must work well in environment with firm deadlines, result oriented. Able to work independently and as part of a team.

Physical and Mental Abilities Required to Perform Essential Job Functions

Language ability and Interpersonal Communication

- Ability to analyze and categorize data and information in order to determine the relationship of the data with reference to criteria/standards. Ability to compare, count. Differentiate, measure and/or sort data and information. Ability to assemble, copy, record and transcribe data. Ability to classify, compute and tabulate data.
- Ability to advise and interpret on how to apply policies and procedures and standards to specific situations. Ability to explain, demonstrate and clarify to others within establishes policies and procedures.
- Ability to utilize descriptive and advisory data and information, such as employment wage withholding handbooks and guides, County Handbook and Pine Valley Addendum, correspondence and general computer software operating manuals.
- Ability to communicate effectively with Pine Valley employees, residents and resident's families, vendor representatives, State and Federal personnel, financial and program auditors, both verbally and in writing.

Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate percentages, fractions and decimals, **hours and minutes**; with the ability to apply computer formulas.

Judgment and Situational Reasoning

- Ability to use functional reasoning development in performing activities within rational systems involving diversified work requiring exercise in judgment.
- Ability to apply situational reasoning ability by exercising judgment, decisiveness and creativity in situations involving a variety of predefined duties subject to frequent change.

Physical Requirements

- Ability to grasp and place objects, operate telephone computer, keyboard, photocopier, fax, calculator, etc.
- Ability to exert light physical effort in sedentary to light work involving, lifting, carrying, pushing and pulling, Ability to handle, finger and feel.

- Ability to recognize and identify individual characteristics of forms associated with objects, materials and ingredients.

Environmental Adaptability

- Ability to work under conditions which require exposure to environmental factors such as odors, toxic agents, vibrations, machinery, wetness, disease and/ or dust. This exposure may cause some discomfort and presents a risk of injury.

Richland County is an Equal Opportunities Employer. In compliance with the Americans with Disability Act, the county will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

Employee's Signature

Supervisors Signature

Date

Date

Current Job Description

Pine Valley Community Village Position Description

Name:

Department: Business Office

Position Title: Fiscal Clerk (A)

Pay Grade: E

FLSA Status: Non-exempt

Reports to: Administrative Assistant

Purpose of Position

The primary purpose of this position is to perform accounting tasks for Pine Valley Community Village.

Essential Duties and Responsibilities

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required or assigned.

- Processes invoices and requisition orders, Prepares vouchers for payment and posts to ledger and register. Delivers register to County Clerk for payment. Mails checks to vendor.
- Prepares monthly financial statements including: posting entries to the general ledger, running trial balance, and running monthly statements.
- Prepares bi-weekly payroll: calculates wages from employees' timecards, verifies accuracy, sends payroll interface to county clerk for payment. Distributes paychecks. Prepares payroll distribution.
- Reports payroll based journal entries to CMS quarterly.
- Creates and maintains employee work and benefits recording including vacation and sick time balances. Calculates vacation termination, vacation retirement and sick retirement payouts for termed employees.
- Creates and maintains employee's files, personnel and attendance records.
- Assists in distributing information to employees during Open Enrollment periods for health/dental insurance, and Flex program. Collects and Submits completed applications to the County clerk's office.
- Calculates insurance percentages quarterly for part-time employees based on their hours per County handbook.
- Calculates workman's compensation and unemployment and prepares and files forms.
- Enters new hires into payroll system and initiates photo ID badges for employees.

- Assists with receiving cash and other payments preparing bank deposits and resident trust.
- Prepares a variety of worksheets for annual audit and State surveyors. Assists State and consulting auditors.
- Fills in for other fiscal clerk as needed and serves as back up in absence of Clerical Assistant/Switchboard Operator.
- Assists in distribution of FMLA paper work in absence of Human Resource Director.

Minimum Training and Experience Required to Perform Essential Job Functions

- High school diploma with training in accounting, computer systems and general office skills with one year experience or any combination of education and experience that provides equivalent knowledge, skills, and abilities.

Physical and Mental Abilities Required to Perform Essential Job Functions

Language ability and Interpersonal Communication

- Ability to analyze and categorize data and information in order to determine the relationship of the data with reference to criteria/standards. Ability to compare, count. Differentiate, measure and/or sort data and information. Ability to assemble, copy, record and transcribe data. Ability to classify, compute and tabulate data.
- Ability to advise and interpret on how to apply policies and procedures and standards to specific situations. Ability to explain, demonstrate and clarify to others within establishes policies and procedures.
- Ability to utilize descriptive and advisory data and information, such as employment wage withholding handbooks and guides, County Handbook and Pine Valley Addendum, correspondence and general computer software operating manuals.
- Ability to communicate effectively with Pine Valley employees, residents and residents families, vendor representatives, State and Federal personnel, financial and program auditors, both verbally and in writing.

Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate percentages, fractions and decimals; with the ability to apply computer formulas.

Judgment and Situational Reasoning

- Ability to use functional reasoning development in performing activities within rational systems involving diversified work requiring exercise in judgment.
- Ability to apply situational reasoning ability by exercising judgment, decisiveness and creativity in situations involving a variety of predefined duties subject to frequent change.

Physical Requirements

- Ability to grasp and place objects, operate telephone computer, keyboard, photocopier, fax, calculator, etc.
- Ability to exert light physical effort in sedentary to light work involving, lifting, carrying, pushing and pulling, Ability to handle, finger and feel.
- Ability to recognize and identify individual characteristics of forms associated with objects, materials and ingredients.

Environmental Adaptability

- Ability to work under conditions which require exposure to environmental factors such as odors, toxic agents, vibrations, machinery, wetness, disease and/ or dust. This exposure may cause some discomfort and presents a risk of injury.

Richland County is an Equal opportunities Employer. In compliance with the Americans with Disability Act, the county will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

Employee's Signature

Supervisors Signature

Date

Date

APPENDIX B: RECLASSIFICATION REQUEST

1. Department: <u>Pine Valley Business Office</u>	2. Number of employees: <u>1</u>	3. Full-time/Part-time: <u>Full-time</u>
4. Current Position Title: <u>Fiscal Clerk (B)</u>	5. Pay Grade: <u>E</u>	
6. Proposed Position Title: <u>Billing Specialist</u>	7. Proposed Pay Grade: <u>F</u>	
8. Date materials effectively received by Administrator:		9. Proposed Effective Date:

Required Supporting Documentation:

☒ Current job description and title

☒ Proposed job description and title, indication of addition or deletion of significant duties, skill requirements, responsibilities, and/or education or experience requirements

☒ Describe why there are significant addition of duties, educational needs or experience requirements for the position; or why there are significant reductions in duties, education needs or experience requirements for the position.

☐ Supporting documentation (i.e. study data) 3/15/2021 effective?

☐ Total financial impact to implement reclassification: \$ 3,800 ~~4,707~~ Budget year: 2021

☐ Plan of how financial impact will be absorbed

Department Head Signature: [Signature] Date: 2-4-21

Supervisory Committee Action: ☒ Approved ☐ Denied Date: 1-18-21

F+P Committee Action: ☐ Approved ☐ Denied Date:

Compensation Plan Consultant: ☐ Endorsement ☐ Denied Date:

TO BE COMPLETED BY THE COUNTY ADMINISTRATOR OR DESIGNEE

Approved New Position Title:		Effective Date:	
Pay Group:		Pay Class: <input type="checkbox"/> hourly; <input type="checkbox"/> salary; <input type="checkbox"/> other	
Job Code:		Union Code:	
Workmen's Comp Code:		EEOC Job/Salary Category:	
New EEOC Function Number:			
Signature of Administrator:	Date:	Approve // Disapprove	
Administrator Comments:			

Fiscal Clerk B– Reasons for Reclassification Request

Description of Significant Addition of Duties/Billing Specialist:

- 1) This position is now involved in the admission process working with Pine Valley Social Workers on new admissions. Fiscal Clerk B researches and confirms the process of patient eligibility for potential admissions. Fiscal Clerk assists Therapy department with authorizations for treatments
- 2) Billing has gotten more complex as Medicare has changed its billing module going to a PDPM payment methodology with Medicaid to follow, this results in significantly more time and skill time put into the claims in order to receive accurate payment. Manages the claims process including accurate and timely claim creation.
- 3) Fiscal Clerk B acts as a Liaison between Pine Valley and vendors regarding resident's payer source changes to ensure accurate vendor invoicing.
- 4) Fiscal Clerk B works claim denials and insurance follow-up management. Adjusts and corrects issues, rebill claims as needed.
- 5) Works to keep the days in Accounts Receivable under 40 days which is vital to a positive cash flow.
- 6) Fiscal Clerk B completes the Medicare Credit Balance report quarterly and refunds credits accordingly as needed to continue to receive Medicare payments.
- 7) Fiscal Clerk B must work well in environment with firm deadlines, results oriented in order to maximize revenues.
- 8) Fiscal Clerk B reviews aged accounts and makes recommendations to Business Office Manager regarding non collectible accounts.

Description of Changes to Qualifications

*This has also changed as we prefer Fiscal Clerk has previous Medical billing experience including working with medical payers such as Medicare, Medicaid and commercial insurance.

Pine Valley Community Village

PROPOSED Position Description

Name:	Department: Business Office
Position Title: Fiscal Clerk (B) — Billing Specialist	Pay Grade: E — F
FLSA Status: Non-exempt	Reports to: Administrative Assistant

Purpose of Position: To manage the claims process, including accurate and timely claim creation, follow-up and correspondence with various payer sources including Medicare; Medicaid, Family Care, Medicare Advantage, insurance companies and private pay individuals. Fiscal Clerk will assure payments from all sources are recorded and reconciled timely in order to maximize revenues.

Essential Duties and Responsibilities

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Prepares and submits clean claims to third party payers either electronically or by paper
- Researches and confirms the process of patient eligibility through various third party sources. Works with Social Workers on new admissions pay source and eligibility issues.
- Works with various payers to acquire authorizations for room & board and assist Therapy department with authorization for treatment.
- Manages monthly statement process, to include reviewing statements before mailing and fields problems to the Business Office Manager.
- Completes Roster Billing in the Medicare FISS DDE for resident's influenza and pneumo vaccines
- Handles patient's inquiries and answers question from appropriate party and insurance companies
- Performs denial and insurance follow-up management. Issues adjusted, corrected, and/or rebilled claims to third party payers.
- Reviews accounts and makes recommendations to Business Office Manager regarding non collectible accounts
- Serves as Liaison between Pine Valley and vendors regarding resident's payer source changes to ensure accurate vendor invoicing.
- Obtains and verifies residents' insurance and coverage.
- Completes quarterly billing for OBRA Level 1 Screens for all admissions.
- Maintains strictest confidentiality, adheres to all HIPAA guidelines/regulations.
- Records receipts and prepares revenue and cash receipts journals. Updates accounts receivable monthly.

- Maintains residents' trust accounts. Receives cash and other payment. Prepares bank deposits. Distributes cash as needed, balances trust accounts and prepares and distributes account activity summaries quarterly.
- Prepares and deposits money weekly to County Treasurer.
- Prepares a variety of worksheets for annual audit and State surveyors.
- **Reviews invoices with charges to residents to ensure correct billing by payer type. Enters and verifies all resident ancillary charges.**
- Fills in for other fiscal clerk as needed

Minimum Training and Experience Required to Perform Essential Job Functions

- **High school diploma is required**
- **Preference for previous Medical billing experience including working with medical payers including Medicare, Medicaid and commercial insurance.**
- **Preference for an Associate degree from an accredited university with credentials in billing preferred.**
- **Preference for knowledge of medical billing.**
- **Must work well in environment with firm deadlines; results oriented. Able to work independently and as part of a team.**

~~High school diploma with training in accounting, computer systems and general office skills and one year related experience, or any combination of education and experiences that provides equivalent knowledge, skills and abilities.~~

Physical and Mental Abilities Required to Perform Essential Job Functions

Language Ability and Interpersonal Communication

- Ability to classify, compute and tabulate data and information, following a prescribed plan requiring the exercise of some judgment. Ability to compare, count, differentiate, measure and sort information. Ability to assemble, copy, record and transcribe data information.
- Ability to advise and interpret on how to apply policies, procedures and standards to specific situations. Ability to explain, demonstrate and clarify to others within well-established policies, procedures and standards.
- Ability to utilize descriptive and advisory data and information, such as Medicare and Medicare policy manuals, union contract, accounting principles, correspondence and computer software operating manuals.
- Ability to communicate effectively with residents, resident's families, Administrator, other nursing home staff, insurance company representatives, State auditors, vendor representatives verbally.

Mathematical Ability

- Ability to add, subtract, multiply, divide, apply computer formulas, calculate percentages, fractions and decimals; and ability to interpret basic descriptive statistical reports.

Judgment and Situational Reasoning Ability

- Ability to apply situational reasoning ability by exercising judgment, decisiveness and creativity within repetitive or short cycle operations covered by set procedures or sequences.

- Ability to use functional reasoning development in the performance of semi-routine functions involving standardized work with some choice of action.

Physical Requirements

- Ability to coordinate eyes, hands, feet and limbs in performing unskilled movements such as grasping, walking and placing. Ability to operate a telephone, computer keyboard, photocopier, calculator, etc.
- Ability to exert moderate physical stress in sedentary to light work, involving climbing and balancing. Ability to handle, finger and feel. Ability to lift, carry, push and pull. Ability to stoop, kneel.
- Ability to recognize and identify individual characteristics of forms associated with objects, materials and ingredients.

Environmental Adaptability

- Ability to work under conditions which require exposure to environmental factors such as odors, toxic agents, vibrations, machinery, wetness, disease and/ or dust. This exposure may cause some discomfort and presents a risk of injury.

Richland County is an Equal Opportunities Employer. In compliance with the Americans with Disability Act, the county will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

Employee's Signature

Supervisors Signature

Date

Date

Pine Valley Community Village

Position Description

Name:

Department: Business Office

Position Title: Fiscal Clerk (B)

Pay Grade: E

FLSA Status: Non-exempt

Reports to: Administrative Assistant

Purpose of Position

The primary purpose of this position is to perform accounting tasks for Pine Valley Community Village.

Essential Duties and Responsibilities

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Prepares billing and related documents to various paying sources including; Medicare, Medicaid, private insurance companies and private pay individuals.
- Obtains and verifies residents insurance.
- Records receipts and prepares revenue and cash receipts journals. Updates accounts receivable monthly.
- Maintains residents' trust accounts. Receives cash and other payment. Prepares bank deposits. Distributes cash as needed, balances trust accounts and prepares and distributes account activity summaries quarterly.
- Prepare and deposit money weekly to County Treasurer.
- Prepares a variety of worksheets for annual audit and State surveyors. Assists State and consulting auditors
- Enters and verifies all resident ancillary charges.
- Fills in for other fiscal clerk as needed and serves as back up in absence of Clerical Assistant/ Switchboard Operator.

Minimum Training and Experience Required to Perform Essential Job Functions

High school diploma with training in accounting, computer systems and general office skills and one year related experience, or any combination of education and experiences that provides equivalent knowledge, skills and abilities.

Physical and Mental Abilities Required to Perform Essential Job Functions

Language Ability and Interpersonal Communication

- Ability to classify, compute and tabulate data and information, following a prescribed plan requiring the exercise of some judgment. Ability to compare, count, differentiate, measure and sort information. Ability to assemble, copy, record and transcribe data information.

- Ability to advise and interpret on how to apply policies, procedures and standards to specific situations. Ability to explain, demonstrate and clarify to others within well-established policies, procedures and standards.
- Ability to utilize descriptive and advisory data and information, such as Medicare and Medicare policy manuals, union contract, accounting principles, correspondence and computer software operating manuals.
- Ability to communicate effectively with residents, resident's families, Administrator, other nursing home staff, insurance company representatives, State auditors, vendor representatives verbally.

Mathematical Ability

- Ability to add, subtract, multiply, divide, apply computer formulas, calculate percentages, fractions and decimals; and ability to interpret basic descriptive statistical reports.

Judgment and Situational Reasoning Ability

- Ability to apply situational reasoning ability by exercising judgment, decisiveness and creativity within repetitive or short cycle operations covered by set procedures or sequences.
- Ability to use functional reasoning development in the performance of semi-routine functions involving standardized work with some choice of action.

Physical Requirements

- Ability to coordinate eyes, hands, feet and limbs in performing unskilled movements such as grasping, walking and placing. Ability to operate a telephone, computer keyboard, photocopier, calculator, etc.
- Ability to exert moderate physical stress in sedentary to light work, involving climbing and balancing. Ability to handle, finger and feel. Ability to lift, carry, push and pull. Ability to stoop, kneel.
- Ability to recognize and identify individual characteristics of forms associated with objects, materials and ingredients.

Environmental Adaptability

- Ability to work under conditions which require exposure to environmental factors such as odors, toxic agents, vibrations, machinery, wetness, disease and/ or dust. This exposure may cause some discomfort and presents a risk of injury.

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Employee's Signature

Supervisors Signature

Date

Date

Richland County Committee

Agenda Item Cover

Agenda Item Name: Strategic Challenges and Goals Tracking

Department	Administration	Presented By:	Administrator
Date of Meeting:	May 21 st , 2021	Action Needed:	Vote // Possible Resolution
Disclosure:	Open Session	Authority:	Committee Structure E
Date submitted:	May 20 th , 2021	Referred by:	
Action needed by no later than (date)	N/A	Resolution	N/A, prepared, reviewed

Recommendation and/or action language:

Motion to ... accept proposed deviations to the Administrative Strategic Challenges and approve projects to concentrate administrative focus. (Pending Discussion, motion to amend Resolution 21-107 may be appropriate.)

Additional guidance may be given through motions. My intentions are to report progress, completions and refocus to the Finance and Personnel Committee; and look for their guidance and advice.

Background: (preferred one page or less with focus on options and decision points)

Under authorities and responsibilities established through the County's Committee Structure document the Finance and Personnel Committee is charged with: *E. The committee shall advise and supervise County administrative affairs in general with a view of bringing about proper coordination and cooperation between the various departments and agencies in the County to the end that the best business practices may be observed; that due efficiency may be maintained; and that the interests of the citizens of the County may best be served.* And with regards to Resolution No. 21-107 A Resolution approving the County Administrative Strategic Plan and Administrative Priorities, the Administrator makes frequent reports to the Finance and Personnel Committee regarding the status and progress of meeting the goals.

As our environment and needs continue to evolve, the growing collection of projects and initiatives is in need of prioritization. While all the identified projects, initiatives and strategic goals are important I am finding that trying to keep focus on all of the items limits probability of completing any in a timely fashion.

I am proposing the following deviations to the strategic goals for the Administrator:

Postponing Goals: (likely deferred to next County Board Session):

4. Develop more uniform HR policy and procedure
6. Develop plan and funding for more broadband
7. Develop finance and purchasing policy (increase admin authority on purchasing)

Amend Goals:

5. Implement a uniform department head performance review program

I am proposing these projects receive current administrative focus until complete or other guidance is given:

1. Ambulance Garage project development, land acquisition, and resolution adopted

Richland County Committee

Agenda Item Cover

2. Ordinances and Resolutions Accessibility (on-line)
3. Ordinances converted to Book of Ordinances, adopted plan
4. POLICY - Review record retention schedule, adopted ordinance
5. Purge historic records and storage spaces
6. Streamline process on property development, adopted ordinance
7. Tri-County Airport Agreement, Engineering Agreement, and Project Resolution
8. MIS future budget distribution and purchasing with departments
9. 2022 Budget - Process planning and coordination, approved plan
10. 2022 Budget - Union negotiations, reach tentative agreements
11. 2022 Budget - Health Insurance and Benefits Review, Assessment, Proposal, proposed changes
12. 2022 Budget - Capital Projects and Improvement process and borrowing, approved plan

Attachments and References:

Modifications to Strategic Challenges + Goals	List of current Projects and Initiatives

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

~Pending

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)

Projects and Initiatives:

Assessment of project focus capacity on an individual's plate:

3-5 projects	Can focus on expediting the most urgent issues across finish line timely
5-10 projects	Projects will keep momentum
10-20 projects	Should have a pretty good sense of what's going on but less push capacity
20+ projects	General oversight and some things will work out with heavy reliance on supporting cast initiatives and supervisor prompting

Richland County Committee

Agenda Item Cover

Strategic Plan Tracking and Reporting: 2020-2021							
Items:	Actions:	Status:					
Challenges for the County Administrator (18 month)		29-Sep-20	30-Oct-20	25-Nov-20	29-Dec-21	16-Feb-21	25-Feb-21 18-May-21
1. Develop a long-term strategic plan		Prelim	Dev.	Dev.	Dev.	Actions	Actions Actions
	Plan is Drafted						CLOSE
	Scheduling follow-up meeting with SWRPC						
2. Transition finance and HR from County Clerk's Office to the Administrator's Office		Prelim	Dev.	Dev.	Dev.	Actions	Actions Actions
	Remaining: establish new AS400 vault and move into comp room						CLOSE
	Remaining: establish accesses and portal profiles						
3. Make resolutions and ordinances available and organized on the internet	Drafted MOU for County Clerk to action	Prelim	Prelim	Prelim	Prelim	Prelim	Prelim
	Conducted walkthrough assessment on records						CLERK PRIORITY
	Preliminary discussion on record schedule and purge plan						
4. Develop more uniform HR policy and procedures		No Actions	No Actions	No Actions	No Actions	No Actions	Prelim
	Administrator Transition Committee review of handbook						POSTPONE
5. Implement a uniform performance review program		Prelim	Dev.	Dev.	Dev.	Dev.	Actions Dev.
	Completed 3 or 7 Scheduled through May - Postponing Rescheduling Meetings						AMMEND to DH
6. Develop plan and funding for more broadband		Prelim	Prelim	Prelim	Prelim	Prelim	Prelim
	Several meeting with regional partners						POSTPONE
7. Develop finance and purchasing policy (increase admin authority on purchasing)		Prelim	Prelim	Prelim	Prelim	Prelim	Dev.
	Amendment to Rule #14 expanding authority						POSTPONE
	Voucher Procedure on Invoices						
8. Develop new county board member orientation program		Prelim	Prelim	Prelim	Prelim	Prelim	Prelim
	Discussion and drafts: County Functions, Supervisor Roles, WCA Training, Budget, County Ethics, IT Orientation, sponsor program						PRIORITY
9. Full review of county employee handbook, addendums and administrative manual		Prelim	Prelim	Prelim	Prelim	Prelim	Dev.
	Administrator Transition Committee review of handbook						POST BUDGET
10. Partner with Southwest Regional Planning in developing a county strategic plan	Entered an Agreement // Planning Sessions Complete // Finalizing Plan	Dev.	Dev.	Dev.	Actions	Actions Actions	Complete
11. Develop policy and procedure to address complaints and		Prelim	Prelim	Actions	Actions	Complete!	
	Department Review: Taking to County Board in January Board Adoption in February 2021						
12. Develop compensation and classification plan (Proposed by Administrator)		Prelim	Prelim	Prelim	Prelim	Dev.	Dev. Actions
	Policy draft for discussion with F+P committee						ON TRACK

Richland County Committee

Agenda Item Cover

Project and Initiatives involving the Administration Team:					
Department:	Project / Initiative:	Status	Cost (est.)	Current Lead	Strategic Goal
Ambulance Garage	Agreement on Acquisition, Renovation Costs, Resolution and Relocation	Reset	\$600,000	Committee/ DH	No
Clerk's Office	Ordinances and Resolutions Accessibility	Preliminary	?	Clerk	Yes
Clerk's Office	Ordinances converted to Book of Ordinances	Preliminary	?	Clerk	Yes
Clerk's Office	POLICY - Review record retention schedule	Preliminary	?	Clerk / Admin	Yes
Clerk's Office	Purge historic records and storage spaces	Preliminary	Many hours	Clerk / Admin	No
Courthouse	Security and Key Project	Preliminary	10K-50K	Maint	No
Courthouse	Roof replacement on historic courthouse	Spec Design	\$30-\$100k	Admin	No
Courthouse	Reallocation of Emergency Management / Ambulance Space	Preliminary	?	Admin	No
Courthouse	Future occupation of courthouse / new jail project	2013 Study	Multi-million	Admin	No
Property	Cazenovia Demolition — parcel is still ours; concerns on redemption (Economic Development)	CLOSE	\$60,000	ED	No
Property	1 st Street — parcel is still ours; concerns on redemption (Corp Counsel and Economic Development)	Holding	\$10,000	ED and CC	No
Property	Crook Property - work with city on razing and development	Holding	0		No
Property	Streamline process on property development (Economic Development)	Preliminary	?	ED	No
Property	Contaminated Parcel, old dry cleaning (Economic Development)	Preliminary	?	ED	No
Property / Parks	Kayak Landing project and land swap	Preliminary	?	Parks and CC	No
Property	Roofing repairs on Campus, Symons, HHS (Passed to Department Heads)	On site	\$600,000	Dept. Heads	No
MIS	Future budget distribution and purchasing with departments	Preliminary	?	Admin / MIS	No
UWEX	Evaluation of current community educator needs	No action	?	?	No
UW Campus	Future Utilization Contingency Plan Development	Preliminary	?	?	No
UW Campus	Campus Loop deed to City	Surveyed	?	CC	No
UW Campus	Future Utilization of none developed forest and agriculture sections	Preliminary	?	ED	No
UW Campus	Think tank and players campus tour	No action	?	Admin	No
Highway	Clerical Staff hour reduction	Preliminary	?	Admin / HWY	No
Housing Authority	Evaluation and repurpose of aged grant program	Preliminary	\$55,000	ED	No
Tri-County Airport	Ownership Agreement Ordinance	Actions	\$150,000	Admin / Sauk	No
Tri-County Airport	Airport Improvements: project tracking, land acquisition, and funding	Actions	\$95,000,000	Admin / Sauk	No
Land Conservation	Concerns on rented space	Stalled	\$10,000	Admin / Land	No
Land Conservation	Services and staffing evaluation (Grant County Model)	No action	?	Admin	No
Land Con and Fair	Investigation of moving parks from Land Con to Fair	No action	?	Admin	No
Fair	Evaluate current structure and operations (evaluate current structure and operations)	Preliminary	?	Admin / Fair	No
Training	Department Head Training: working with committees, budget, leadership, employment law	Preliminary	?	Admin	No
Training	Supervisor Training: orientation, county functions, budget, ethics, WCA, sponsor program	Preliminary	?	Admin	Yes
Training	Employee training: Complaint Policy, Benefits, future advancements in county	No actions	?	Admin	No
Solar Field	Solar Field - follow up push on development	CLOSE	\$160,000	ED	No
Solar Field	Solar Field - follow up on personal solar panel ordinance	Actions	\$100 per	Zoning	No

Richland County Committee

Agenda Item Cover

DOJ GranA54:F93t	Department of Justice, Coronavirus Round two for Law Enforcement contagion mitigation	Actions	\$150,000	Clerk of Cir	No
Committee on Committee	Review and address appointment, amend tracking document to clarify origins and terms	Actions	?	Admin / Clerk	No
Sheriff	Radio Tower Project - Assessment and Improvements to Radio Counsels and Towers	Actions	\$2,500,000	MIS/ Sheriff / Consultant	No
Finance	American Recovery Plan: Access needs and options, selection process, decision, tracking and audit	Actions	\$3,300,000		No
Finance	American Recovery Plan: Coordinating with Townships and City on their uses	No action	Multiple M	ED	No
Finance	2022 Budget - Process planning and coordination	Actions	\$32M	Admin	No
Finance	2022 Budget - Union negotiations	Actions	?	Admin / Jon	No
Finance	2022 Budget - Health Insurance and Benefits Review, Assessment, Proposal	Actions	?	Admin	No
Finance	2022 Budget - Capital Projects and Improvement process and borrowing	Actions	?	Admin / Clerk	No
Finance	2022 Budget - Review of county partnerships	Actions	?	?	No
Finance	POLICY - Purchasing Policy	Preliminary	?	Admin / Clerk	YES
Finance	Service Card System	Preliminary	?	Admin / Clerk	No
Finance	Amazon Business Account for the County	Preliminary	?	Admin / Clerk	No
Finance	Reviewing revenues (fines, fees, and grants)	No actions	?	Admin / Clerk	No
Finance	Evaluation of Property and Liability Insurance	No actions	?	Admin / Clerk	No
Finance	Routine Finance meetings for county coordination	No actions	?	Admin / Clerk	No
Finance	Next Generation Finance and Payroll System: Assess, Evaluate, Plan	No actions	?	Admin / Clerk	No
Human Resources	Recruitment Process for Corporation Counsel	Actions	?	Admin / HHS	No
Human Resources	Recruitment Process for Accounts Payable Specialist	CLOSE	?	Clerk / HHS	No
Human Resources	Long-term medical absence	Actions	\$100,000	Admin / Jon	No
Human Resources	POLICY - Vehicle use policy	No actions	?	Admin	No
Human Resources	POLICY - Building Policy for Courthouse	No actions	?	Admin	No
Human Resources	POLICY - Finalize Handbook with changes reflecting Administrator	CLOSE	?	Admin	No
Human Resources	POLICY - complete review Handbook, Administrative Manual and Addendums	Preliminary	?	Admin	YES
Human Resources	POLICY - Compensation, Classification and Authorization	Actions	?	Admin	No
Human Resources	Review FLSA classifications	No actions	?	Admin	No
Human Resources	POLICY - Performance Evaluation Policy and Procedures	No actions	?	Admin	YES
Human Resources	Evaluation of uniform timekeeping and timecard system	No actions	?	Admin	No
Human Resources	POLICY and Procedure- Masking Recommendation in County Buildings from 18 May 2021	SMALL	?	Admin	No
Human Resources	POLICY - Return to work and light duty	Preliminary	?	Admin	No
Human Resources	POLICY- Review and Update Civil Rights	No actions	?	Admin	No
CDBG Close	Lone Rock Improvements	Con. \$ flow	\$481,750	ED	No
CDBG Close	Richland Center Auditorium	Con. \$ flow	\$752,341.31	ED	No
Administration	Purchase and Install new AS400 system	Close	\$60,000	MIS	Yes
Administration	Sort out office and floor space	Actions	?	Admin / Clerk	Yes
Administration	Finalize portal and agency POC and authorities from Clerk to Administration	Actions	?	Admin	Yes
Administration	Broad Band Development	Spectrum	?	Adm/Brd/ED	Yes
Administration	Promoting Southwest Tech presence in Richland Center	No actions	?	Admin	No
Administration	POLICY and procedure - Incoming board session and organizational meetings	Preliminary	?	Admin	Yes
Administration	POLICY and procedure - Contract Review	No actions	?	Admin	Yes
Administration	Performance Evaluations on Department Heads	3/7 on tries	?	Admin	Yes
Board	Redistricting	Preliminary		Board	No
Strategic Planning	Finalize Strategic Plan - Adoption	Stalled	?	SWRP	Yes

Richland County Committee

Agenda Item Cover

Agenda Item Name: AS400 Hardware, Software, and Backup Services Purchase

Department	MIS	Presented By:	MIS Director
Date of Meeting:	May 21, 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	Structure E
Date submitted:	05/20/2021	Referred by:	Administrator
Action needed by no later than (date)	N/A	Resolution	

Recommendation and/or action language:

Motion to approve purchase of IBM Power System 9009-41G EP50 4 Core Server (AS400) From Avenue Insights & Analytics, LLC and to purchase an APC UPS from CDW-G

Background: *(preferred one page or less with focus on options and decision points)*

The county uses an AS400 to run all financial software and for highway specific programs as well as payroll. The current AS400 is almost 12 years old which is nearly double the recommended replacement age. In recent months we discovered that there is significant issues with the AS400 that could put the county's data at risk. It is imperative that we replace this unit.

The MIS department did seek bids for a replacement system from Avenue and from UCG Technologies. The bids were received and are available for review if needed. Avenue was the less expensive bid and it also is the company that we obtain our payroll, highway and accounting software through. Having one company for the software and hardware is very beneficial.

Avenue does not offer an online backup solution for the AS400 and we would request that part of the contract be given to UCG Technologies.

Costs:

Avenu	\$ 61,279.26 (plus freight)
CDWG	\$ 1,873.46
UCG Technologies	\$ 6,778.00
Total	\$ 69,930.72

Attachments and References:

Bid From Avenu for AS400	Bid from CDWG for APC-UPS
Vault400 Proposal	

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
X	Other funding Source	Fund 42	
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Position is budgeted. No financial changes.

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)



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APC
by Schneider Electric

★★★★★ (1)

APC Smart-UPS 3000 RM 2U LCD - UPS - 2.7 kW - 3000 VA - with APC UPS Network

Mfg Part: SMT3000RM2UNC | CDW Part: 4494078

Availability: • **In Stock**
Get it Friday, May 21 to **\$3581**
if ordered within 4 hrs 20 mins.

[View All Warranties](#) [View Services](#) [View Accessories](#)

~~\$2,955.00~~ **SAVE \$1081.54**

\$1,873.46 Wisconsin Counties Association

1 [Buy Now](#) [Add to Cart](#)

[Lease Option](#) (\$55.27/month)

- Product Details**
- UPS 3000 RM 2U LCD
 - UPS (rack-mountable)
 - AC 120 V
 - 2.7 kW
 - 3000 VA
 - Ethernet
 - RS-232

[View Full Product Details](#)



Richland County Government – March 10, 2021

Barbara Scott

Disk Analysis – IBM iSeries

Disk Usage Analysis Prepared by:

Michael D. Powall, UCG Technologies

Approximate numbers based on information available

MODEL TBD			
DB2 Data	50 GB	to	25 GB Compressed
IFS Data	10 GB	to	5 GB Compressed
Total utilized	60 GB	to	30 GB Compressed (Seed)

24 SAVE SETS				
Daily Save Sets =	2.5% (est)	or	1 GB (est) Daily Changes	
24 Save Sets	30 GB	+	24 GB	54 GB with 25% = 70 GB
24 Total Save Sets = 5 Daily, 4 Weekly, 12 Monthly, 3 Annual				
VS TAPE USAGE with 24 Save Sets = 60 GB x 24 = 1.4 TB				



UCG Enterprise Cloud Backup & DR	
24 Save Sets – 5 Daily, 4 Weekly, 12 Monthly, 3 Annual	\$399 per month
Initial Account Set-up, remote install for iSeries	\$995 one-time fee
Annual License Fee for IBM iSeries Agent	\$995 per year
UCG/KB4 Email Phishing Test for up to 200 active email accounts and Online Cyber Security Training for up to 25 users. Additional users \$12.00 each invoiced semi-annually. Additional information.	No Additional Charge
Benefits of UCG Enterprise Cloud Backup & DR	
<p>Best in industry compression, de-dup and bit-block processing</p> <p>19 secure, regulatory compliant data centers</p> <p>AES bit 256 encryption at rest and in flight</p> <p>Image-based backup and bare metal restore (BMR) physical server</p> <p>Snapshot protection for vSphere and Hyper-v virtual servers</p> <p>Customized scheduling and bandwidth throttling</p> <p>Granular restore for quick recovery of files and folders</p> <p>Tiered hardware recovery for IBM Power8 (i) and Intel (vSphere and Hyper-v)</p> <p>Managed by experts with 30+ years in the industry – Knowledge, Focus, Execution and Passion</p> <p>Installation, Training and World Class Support</p>	



UCG Enterprise Remote Hardware DR

IBM iSeries Disaster Recovery (24 hours). UCG will port data from our local vault to our multi-platform POD of shared systems (same data center) and provide for remote VPN recovery within 24 hours or less. UCG loads the proper operating system and PTF level, ports the data, and provides remote VPN access in <24 hours. Run for up to 30 days.

IBM iSERIES DISASTER RECOVERY (24 HR) (12 HR)	
<24 hour disaster recovery by UCG Technologies on a shared system. Cost includes having dedicated I Series 8202-E4D partition available in the event of a disaster. Up to 6,000 CPW, 16 GB Memory and 500 GB disk.	Plus \$490 per month OR
<12 hour disaster recovery by UCG Technologies on a dedicated serial number assigned equipment pre-loaded with your O/S and PTF level.	Plus \$690 per month
Full DR plan and test for system – One DR test within first 6 months of UCG cloud back-up implementation) is required with 24 HR DR Plan.	\$3,500 one-time charge
Disaster declaration and recovery fees – Declaration fee in the event of a disaster, typically covered by insurance. Run for up to 30 days remotely. Includes turnkey migration. Client puts in encryption key and obtains third party license keys for new S/N.	\$5000 – Only if DR Declaration – Insurance may pay this fee



All prices are subject to prior sale or withdrawal and are subject to mutually acceptable license, sale and SLA agreements.

You may use this form as a purchase order. Initial the items you want to purchase, enter Purchase Order # (if any), sign, then email or fax. mpowall@ucgtechnologies.com

Full Name, Title _____ Signature _____

PO # _____

All standard terms & conditions of UCG sales / purchase agreement and www.ucgtechnologies.com/agreement apply to this proposal. For shipments outside the state of Ohio, the end-user is responsible for paying the applicable state sales tax or file the proper exemption.

Sincerely,

UCG Technologies Inc.

Michael D. Powell

Michael D. Powell
Vice President



Avenu Insights & Analytics, LLC.

CUSTOMER NO C100233	DATE 5/5/2021	Platform	Cost center (Sales support)
-------------------------------	-------------------------	----------	-----------------------------

B Richland County	S same
I	H
L 181 W Seminary Street	I
L	P
T	T
O Richland Center, WI 53581	O

E-mail address: Clinton.langreck@co.richland.wi.us

CUSTOMER CONTACT: **181 W Seminary Street** PHONE: **714-961-7140** P.O. NO.:

SALES REP: **Ted Leary** REP'S NO.: **1-603-718-9652**

TERM START DATE **5/1/2021** END DATE **4/30/2024**

PRODUCT CODE	PRODUCT DESCRIPTION	QTY	UNIT PRICE	SALES AMOUNT
FT000031	IBM Power System 9009-41G EP50 4 core Server, 4 x 283 GB 15k SAS Drives, 32GB memory, 7226-1U3 Drawer w/SAS LTO7 Tape Drive , 10 User license	1	35,734.250	\$ 35,734.25
-	-	-	\$0.00	\$ -
FT000206	24 X 7 Upgrade IBM Hardware maintenance on AS400	1	8,500.570	\$ 8,500.57
FT000207	3 year IBM software maintenance on AS400	1	6,900.150	\$ 6,900.15
-	-	-	-	\$ -
FT000213	Abacus Installation Services (remote)	1	10,144.290	\$ 10,144.29
0	-	-	-	\$ -
FT000275	3000 watt UPS rack mountable	1	2,921.350	\$ 2,921.35
0	0	-	-	\$ -
0	0	-	-	\$ -
0	0	-	-	\$ -
-	-	-	-	\$ -
8840104	Freight - At Cost As Needed	-	-	\$ -

SPECIAL INSTRUCTIONS SUBTOTAL \$ 64,200.61

	TAX %
	i.e. .08 or .0725
	SALES TAX

CUSTOMER ACCEPTANCE: I hereby accept the terms and conditions of this Sales Order Agreement included in page 2, and authorize Avenu to proceed on this matter as set forth herein.
CUSTOMER SIGNATURE: DATE: FREIGHT F.O.B.

AVENU SIGNATURE: _____		DATE: _____	TOTAL	\$ 64,200.61

Terms and Conditions:

Payment Terms: Customer agrees to remit payment to Avenu within 30 days from issuance of invoice.

Limited Warranty: Hardware and Commercial Software Warranties: If third-party hardware and/or commercial software is furnished under this Agreement, then Avenu shall, to the maximum extent allowable by said third-party vendors, pass-through to the Customer all manufacturers' warranties for materials furnished under this agreement. Avenu shall provide only the standard manufacturers' warranties, guarantees, and/or exchange policies for defective items, which are offered through the manufacturers themselves. AVENU MAKES NO OTHER WARRANTIES WHATSOEVER, EXPRESS OR IMPLIED, WITH REGARD TO THE HARDWARE AND COMMERCIAL OFF-THE-SHELF SOFTWARE, IN WHOLE OR IN PART. AVENU EXPLICITLY DISCLAIMS ALL WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE.

Rights to Third Party Software: Rights to third party commercial off-the-shelf software provided by third-party software vendors, including "shrink wrap" and "click wrap" software, are subject to the provisions of the software licenses provided by those third-party software vendors, and Customer understands and agrees that acceptance and use of such third-party software shall be deemed an acceptance of the terms and conditions of the licenses. Client further agrees to use the third party software in accordance with the terms of those licenses. In the event Client requested Avenu to install third party software that contains "shrink wrap" or "click-wrap" software Client hereby authorizes Avenu to accept such "shrink wrap" or "click-wrap" software on behalf of the Client when the software is installed.

Limitation of Liability: IN NO EVENT SHALL AVENU BE LIABLE TO THE CUSTOMER HEREUNDER FOR ANY CLAIMS, PENALTIES OR DAMAGES, WHETHER IN CONTRACT, TORT, OR BY WAY OF INDEMNIFICATION, IN AN AMOUNT EXCEEDING TEN PERCENT (10%) OF THE FULL PRICE OF THE ORDERED GOODS AND SERVICES UNDER THIS AGREEMENT. UNDER NO CIRCUMSTANCES WILL AVENU BE LIABLE FOR ANY INCIDENTAL, CONSEQUENTIAL, INDIRECT, PUNITIVE OR SPECIAL DAMAGES ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT, HOWEVER CAUSED AND BASED ON ANY THEORY OF LIABILITY. THIS LIMITATION SHALL APPLY EVEN IF CUSTOMER HAS BEEN NOTIFIED OF THE POSSIBILITY OF SUCH DAMAGES. IN NO EVENT MAY ANY ACTION BE BROUGHT AGAINST AVENU ARISING OUT OF THIS AGREEMENT MORE THAN ONE YEAR AFTER THE CLAIM OR CAUSE OF ACTION ARISES, DETERMINED WITHOUT REGARD TO WHEN THE AGGRIEVED PARTY SHALL HAVE LEARNED OF THE INJURY OR LOSS. UNDER NO CIRCUMSTANCES WILL AVENU BE RESPONSIBLE FOR THE LOSS OF DATA OR SOFTWARE.

Force Majeure: Neither party to this agreement shall be responsible for delays or failures in performance resulting from an act of God, war, civil disturbance, labor dispute, or other cause beyond the reasonable control of such party.

Ownership of Data: Customer will retain all title, rights, and ownership of all data, including associated indexes, film, and other data provided to Avenu, whether stored on magnetic tape, magnetic disk, CD-ROM disk (or other "like" electronic media that may be used).

Risk of Loss & Title: Avenu shall bear the risk of loss or damage to any hardware and commercial software provided under this agreement, while in transit to the Customer's designated delivery or installation site. The Customer shall bear all risk of loss or damage to the hardware and commercial software after delivery to the Customer site, unless such loss or damage is due to the negligence or willful acts of Avenu, its employees, agents, representatives or subcontractors. Title and risk of loss to the hardware and commercial software shall pass to the Customer upon the date products were delivered to the customer's site.

Returns: Customer may return hardware and commercial software products purchased from Avenu within 15 days from the date products were delivered to the Customer's site.

Termination for Breach: If Customer materially breaches any of the terms and conditions set forth in this agreement or fails to perform the obligations set forth in this Agreement and fails to cure the breach or failure within ten (10) calendar days (or other reasonable period stated in the notice) after receipt of written notice specifying the basis for the breach or failure to perform, Avenu may terminate this agreement for breach. Termination by Avenu shall be effective upon written notice to Customer. Customer agrees to discontinue use of all Avenu-owned materials no later than the effective date of termination and return such Avenu-owned materials to Avenu within thirty (30) calendar days after termination.

Entire Agreement: The contents of this agreement constitute the entire understanding and agreement between the parties and supersede any prior agreements, written or oral, that are not specifically referenced and incorporated in this agreement. The terms and conditions of this agreement shall not be changed or modified except by written agreement signed by both parties. The parties agree that in event Client provides Avenu with a purchase order, or any other document, containing terms or conditions that are in addition to, or in conflict with, the terms and conditions contained in this agreement, such additional and/or conflicting terms shall be deemed null and void.

Work being performed by Avenu throughout the project is earned as completed; therefore, in the event the Customer cancels this sales order without cause, the Customer shall equitably compensate Avenu for all services performed through the effective date of the cancellation.

Stop Work: Avenu is entitled to stop work on this Agreement when the funding or cost limit specified on page 1 is reached. Under no circumstances will Avenu be required to perform services or provide deliverables in the absence of available funding.

Richland County Committee

Agenda Item Cover

Agenda Item Name: Capital Fund Allocation for Pier Park Stairs instead of Viola Park Well

Department	Parks Commission	Presented By:	Conservationist Cooper
Date of Meeting:	May 21 st , 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	Structure K
Date submitted:	May 20 th , 2021	Referred by:	Parks
Action needed by no later than (date)	N/A	Resolution	<u>N/A</u> , prepared, reviewed

Recommendation and/or action language:

Motion to change Parks #75 project of \$13,000 from well at Viola Park to replacing stairs at Pier Park in Rockbridge

Background: *(preferred one page or less with focus on options and decision points)*

The Parks Commission had submitted a project that was part of the Capitol borrowing project (Fund #75) to install a well at Viola Park to make it an available campground. Since the original borrowing project, it has come to the attention of the Parks Commission that the front stairs at Pier Park are becoming unstable and need to be replaced for safety reasons. The Parks Commission would like to change which project is funded through Fund #75 from the well to the replace the stairs. Action supports further development of Pier Park. Concerns arise of competing with privately owned campground in Viola and reallocation allows for further access in Pier Park.

Parks Action: *Gary Manning moved to utilize the borrowed funds for the Viola Park well instead on stair replacement at Pier Park in Rockbridge. Seconded by Cindy Chicker. Motion carried. Item #8, from August 3rd, 2020 meeting.*

Previous action by Finance and Personnel: *Rockbridge Pier Park Stairs Replacement – The Capital Projects borrowing included \$13,000 designated for the installation of a well at the Viola Park. The County Parks Commission is recommending that the funds be designated to replace the deteriorating stairs at the Pier Park in Rockbridge. Motion by Brewer, second by Couey to postpone action on the request. Motion carried.*

Attachments and References:

Financial Review:

(please check one)

<input checked="" type="checkbox"/>	In adopted budget	Fund Number	Fund #75
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

This is a \$13,000 reallocation from what the funds were initially borrowed but fall within the scope of the resolution for improvements. Confirmed with Carol Worth on 23 Sep 2020. Purpose language of initial “parks projects.” Borrowed money is in “notes”, so money can be comingled within listed projects defined in “purpose language.” (This would be different if money was borrowed in long-term bonds.)

Richland County Committee

Agenda Item Cover

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Health and Human Services Staff Recruitment and Retention Report

Department	Health & Human Services	Presented By:	Tracy Thorsen
Date of Meeting:		Action Needed:	File Report
Disclosure:	Open Session	Authority:	
Date submitted:	May 19, 2021	Referred by:	HHS Board

Recommendation and proposed action: Accept and file report.

Background: The Health and Human Services Board moved to forward the attached HHS Staff Recruitment and Retention Report to the Finance and Personnel Committee. This report that was presented at the May 13th HHS Board meeting in order to outline some of the challenges faced by the department. The attached report that is presented to this committee was updated with suggestions recommended by the HHS Board.

Please note that the last page of the report provides information that may be particularly relevant to the Salary Plan Progression agenda item that the Finance and Personnel Committee will be considering as it provides some financial information on the impact of HHS funding on the two pay progression options that are to be considered.

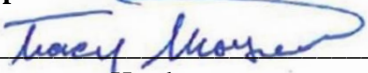
Attachments and References:

HHS Staff Recruitment & Retention Report Document	
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Financial Review:

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input checked="" type="checkbox"/>	No financial impact		

Approval:



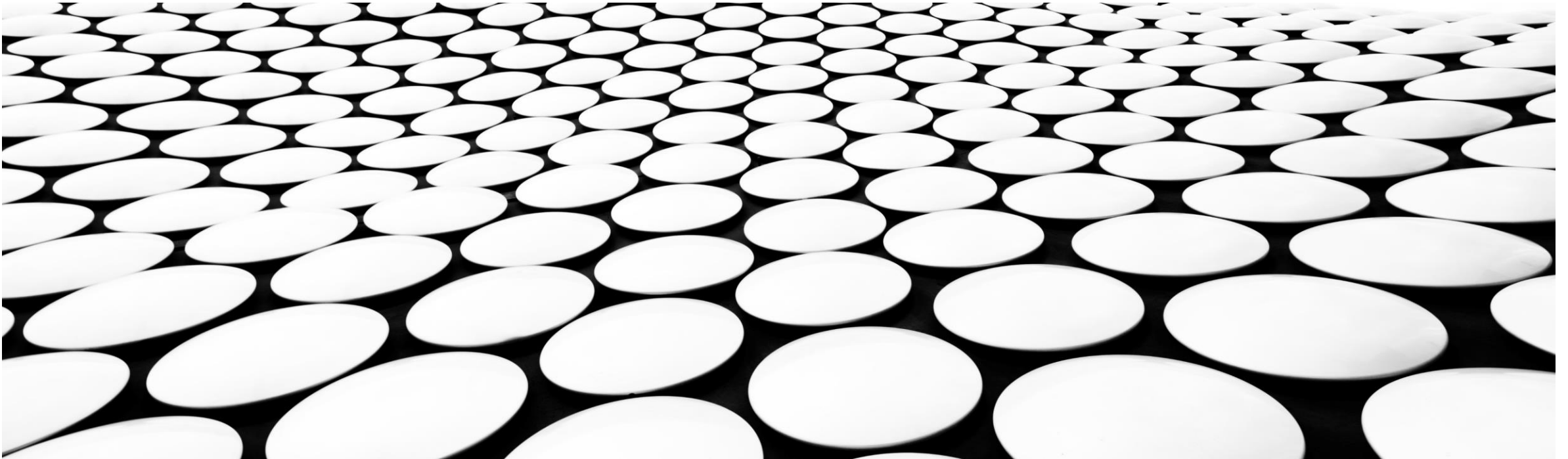
Department Head

Review:

Administrator, or Elected Office (if applicable)

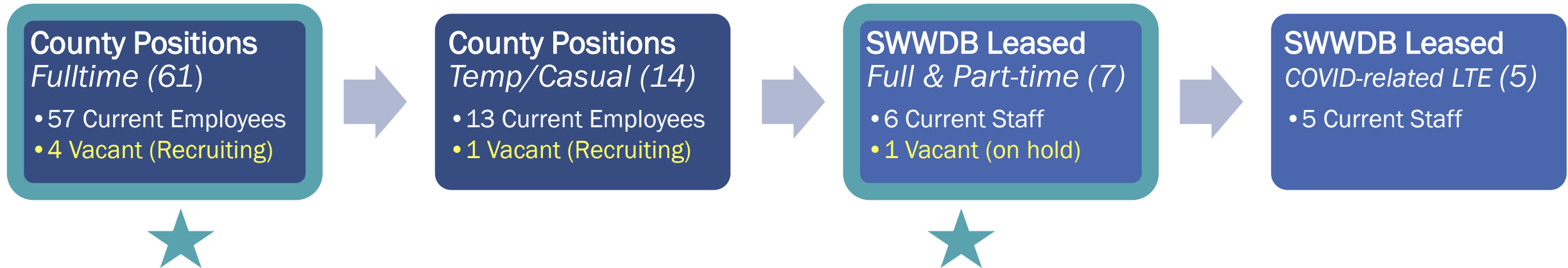
HEALTH AND HUMAN SERVICES STAFF RECRUITMENT & RETENTION REPORT

FORWARDED TO THE FINANCE AND PERSONNEL COMMITTEE FOR REVIEW BY THE HEALTH AND HUMAN SERVICES BOARD
MAY 13, 2021



HEALTH AND HUMAN SERVICES STAFF

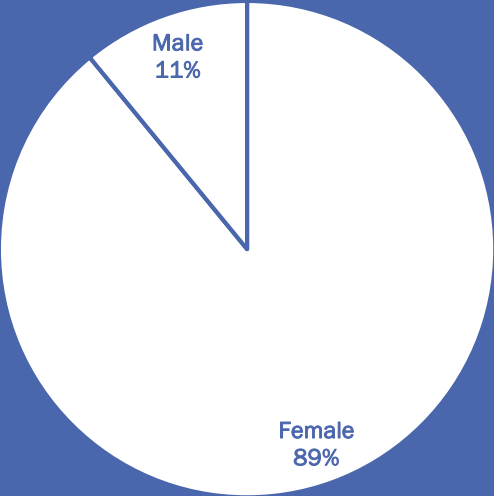
There are four categories of staff at Health and Human Services: Fulltime County Employees, Temp/Casual County Employees, Regular Full and Part-time Leased Employees, and LTE Leased Employees.



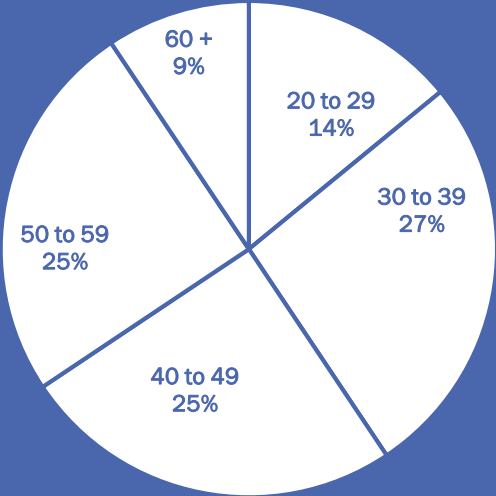
This report will focus on our regular and fulltime staff

CURRENT REGULAR COUNTY (57) & LEASED EMPLOYEES (6)

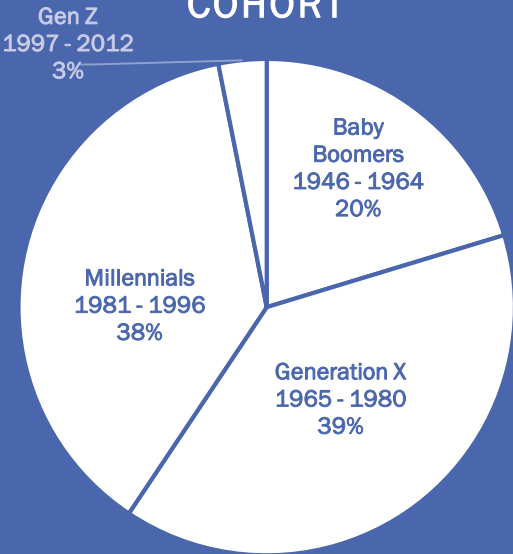
GENDER



AGE



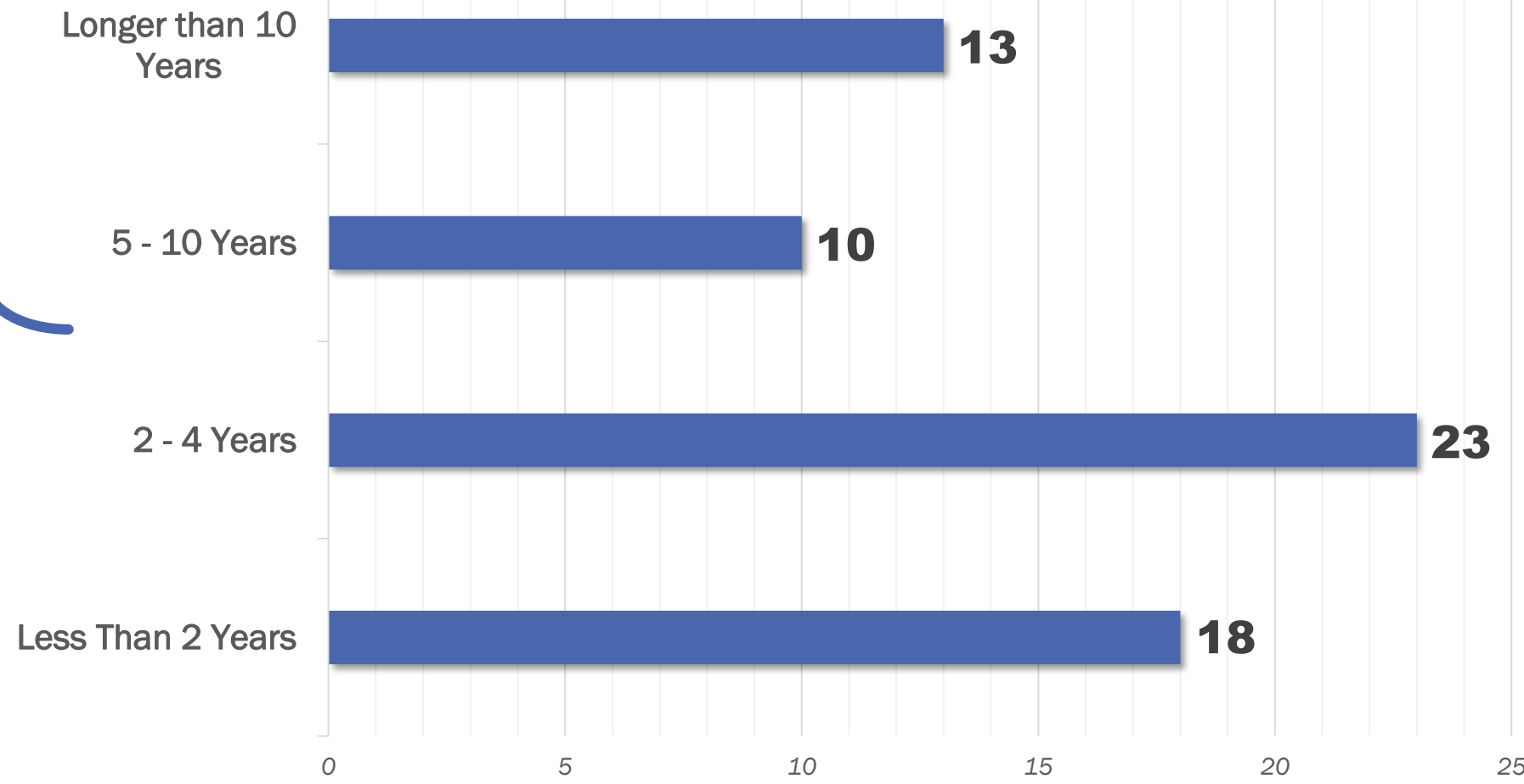
COHORT





Longevity of Current Staff

*This is where we
want to see the
majority of our staff*



REASON FOR CONCERN

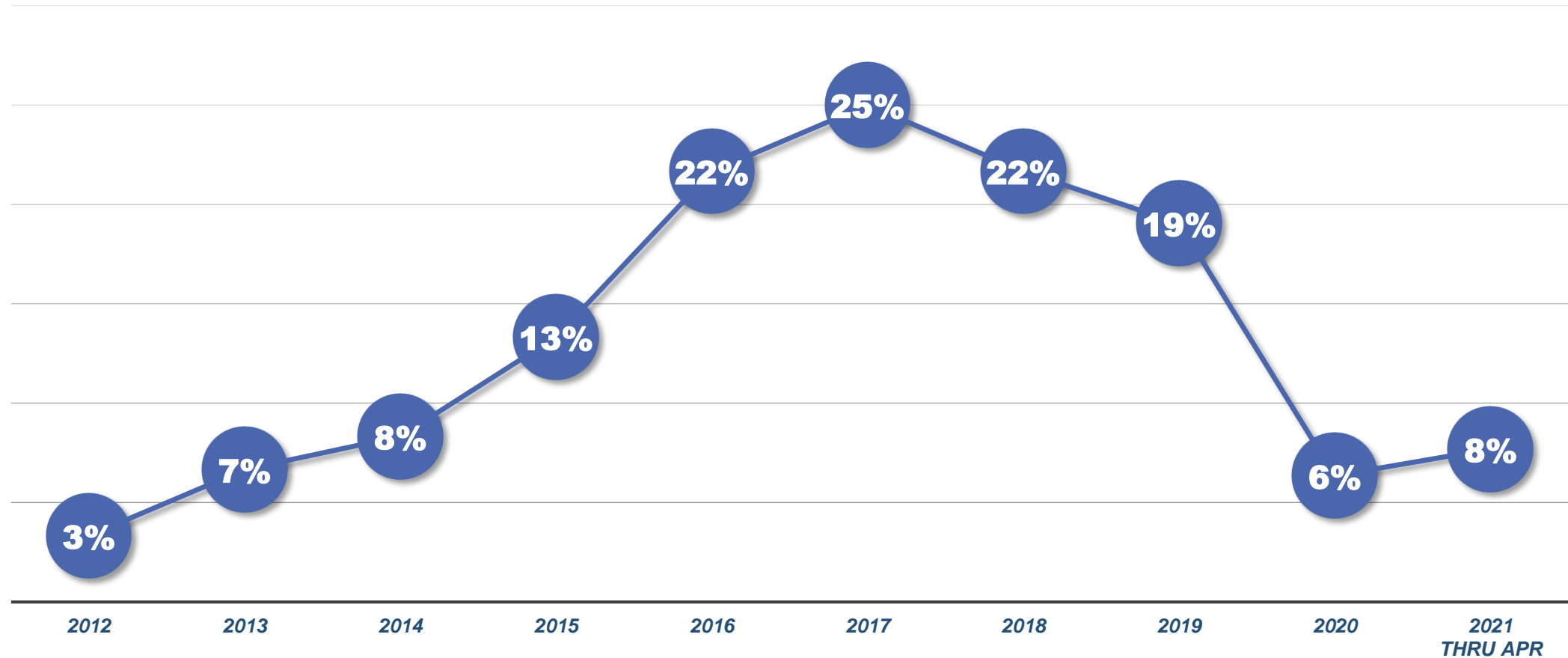
- Almost two thirds (64%) of our staff have been here less than 5 years
- There has been an uptick in resignations in the last seven months
- It has been more difficult to recruit qualified candidates for open positions

WHY IS THIS IMPORTANT?

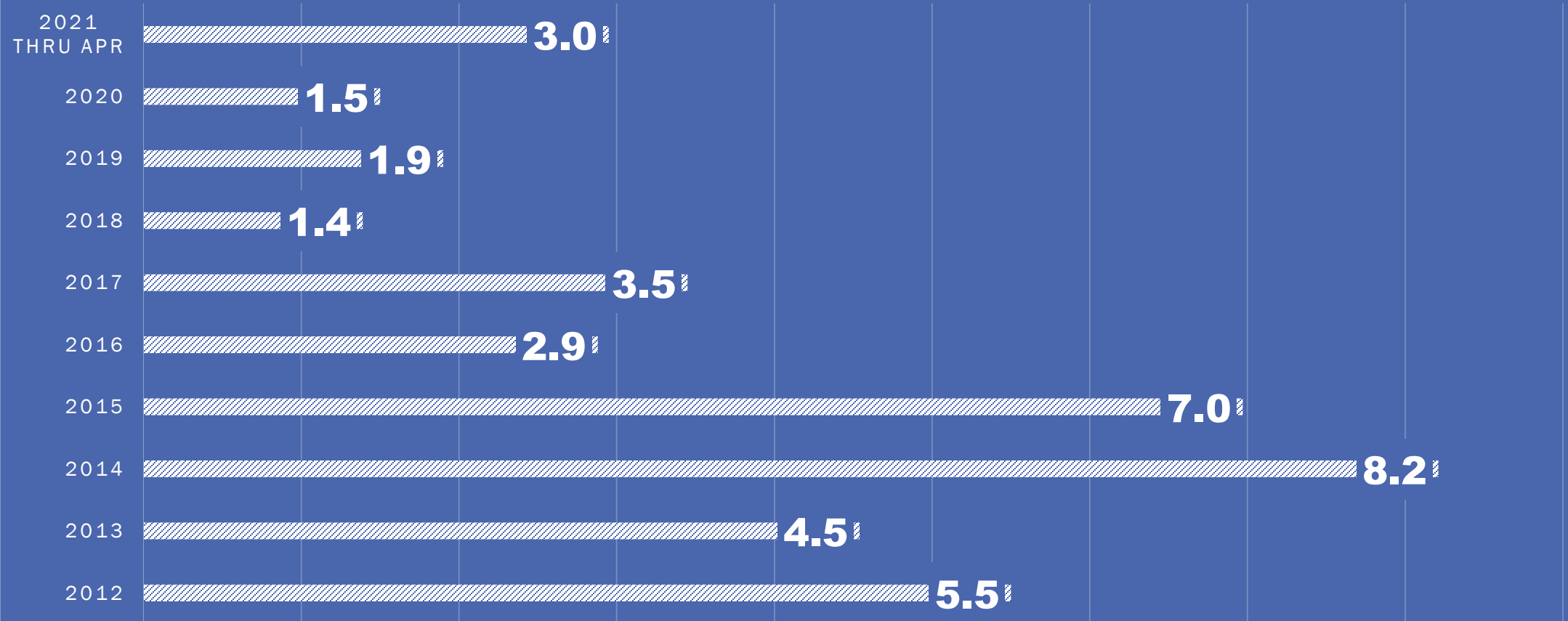
- Less experienced staff have a negative affect on our ability to provide effective services
- Effective interventions and service delivery by experienced, skilled professionals helps individuals to remain healthily, independent, and able to function and live in the community
- When individuals can not function and live in the community, there is disruption to their lives and to their families' lives.

And... they are at greater risk of requiring more costly care (often in placements)

History of HHS Staff Attrition



AVERAGE LENGTH OF EMPLOYMENT OF STAFF WHO LEFT (YRS)



RECENT RESIGNATIONS

- **Substance Abuse Counselor** resigned in October taking the same position at Crawford County earning approximately **\$7/hour more** than her Richland County wage.
- **ADRC Information & Assistance Specialist** resigned in November taking a comparable long-term care social work position earning approximately **\$3/hour more** than her Richland County wage.
- **Behavioral Health Mental Health Therapist** resigned in January taking a comparable position in a private clinic earning approximately **\$5/hour** more than her Richland County wage.
- **Economic Support Specialist** resigned in January to take the same position at Dane County earning approximately **\$7/hour** more than her Richland County wage.
- **ADRC Information & Assistance Specialist** resigned in January taking a comparable long-term care social work position earning approximately **\$3/hour** more than her Richland County wage.
- **Child & Youth Services Case Manager** resigned in May taking a similar position in Dunn County earning approximately **\$4/hour** more than her Richland County wage.

MOST FREQUENT REASONS GIVEN FOR LEAVING

1. Low Wage and Rising Health Insurance Costs *

**This reason is also given by current employees who state they are looking for other employment*

2. Vacation Benefit is not sufficient

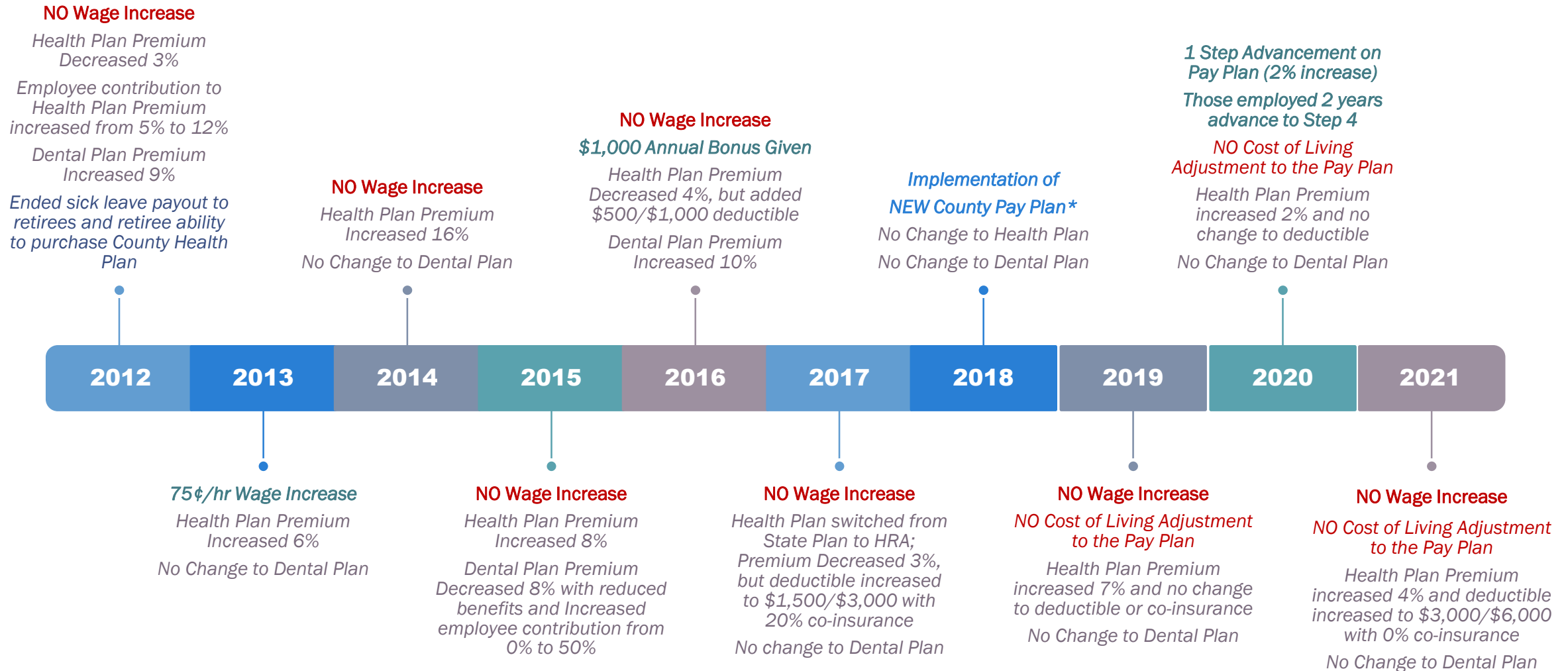
Some comments from exit interviews...

An exit interview is conducted with every employee who leaves Health and Human Services

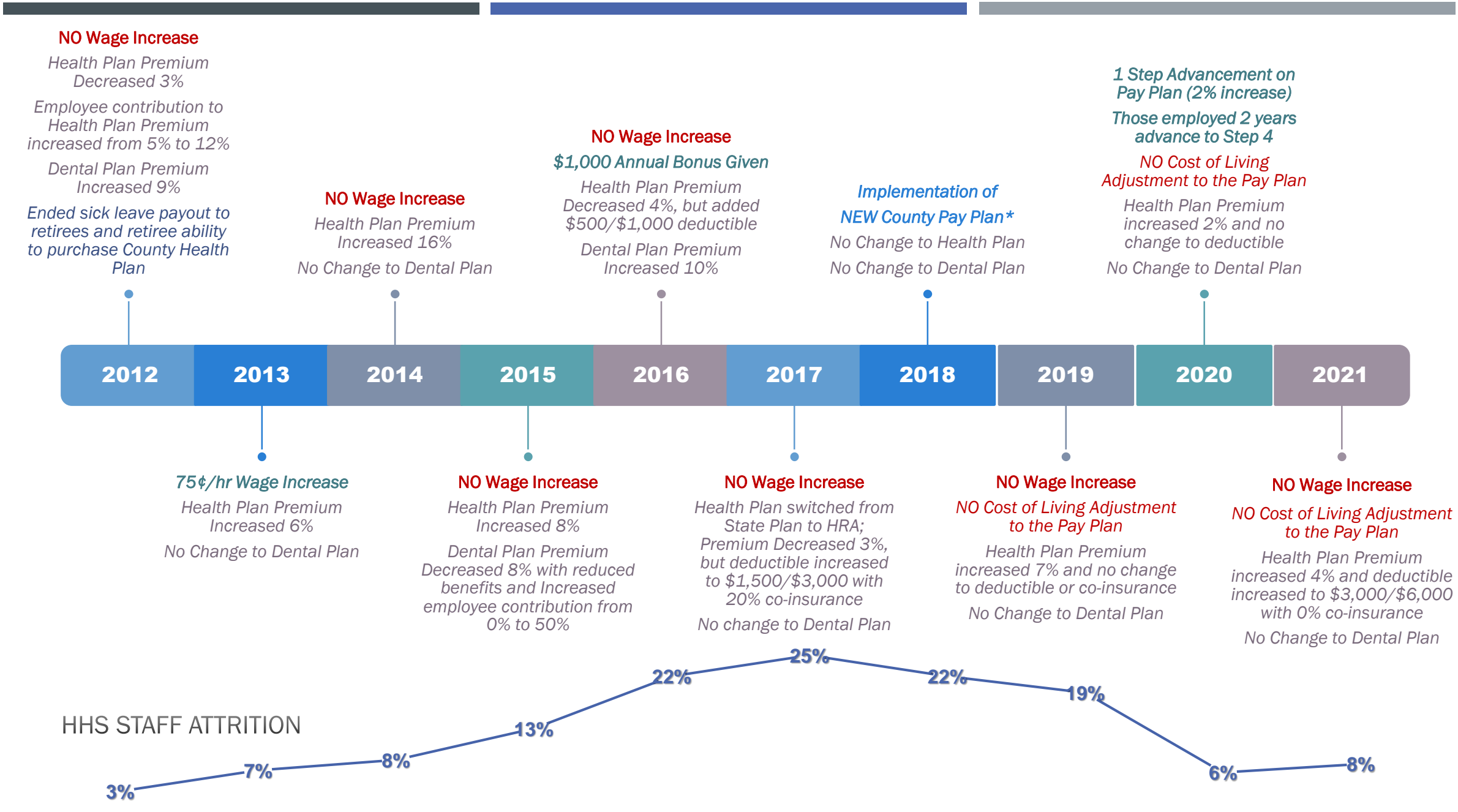
“At many places you can see how your pay will go up the longer you are in your job, but here I can’t know from one year to the next if there will be even a cost of living increase. It’s hard to see my future here.”

“It feels like each year I go backwards because of increasing health insurance costs and wages not changing”

HISTORY OF COUNTY WAGE & BENEFIT CHANGES



* Implementation of the New County Pay Plan caused wage increases for most staff in varying degrees (from 1% to 10%) depending where each position was placed on the plan. Some staff wages, however, were above the top step of the plan for their position grade. In those cases their wage was frozen until such time as the pay structure, through amendments, meet or exceed their rate of pay. Four HHS staff have had their wages frozen since 2018.



OTHER NONMONETARY STAFF RETENTION EFFORTS BY HHS

- A flexible work schedule is allowed as much as possible to employees in order to accommodate staff schedules for family and other personal activities
- Remote work options will continue beyond the public health emergency response for those employees whose duties can accommodate work away from the office.
- Staff Recognition Program: Staff who reach a longevity milestone (5 years, 10 years, 15 years, etc.) are given a framed certificate and pin indicating their years of service. The employee operated “Sunshine Committee” also gives the employee a gift card.
- Recently the County Board approved the ability for departments to promote staff internally. While HHS has not utilized this option yet, this will provide a path for employee advancement within the agency.

RECRUITMENT DIFFICULTIES

- In addition to the concern for losing staff, it has also been exceedingly difficult to recruit for positions, especially where the market is competitive and the pool of candidates is limited (*i.e. nurses & masters-level therapists*)

Example:

- Health and Human Services has five mental health therapist positions and has continuously had one to two of these positions vacant since 2019.
- From 11/2019 – 5/2021 eight (8) masters-level candidates withdrew their applications or declined offers of employment stating that the primary factor was the low wage and poor vacation benefits.
- We have experienced similar issues with filling nursing and social worker positions.

EXAMPLES OF WAGE CHALLENGES IN RECRUITMENT

Registered Nurse Wage Ranges



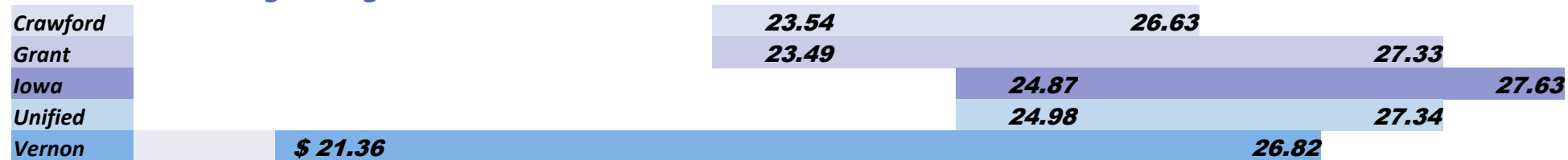
The County has not approved advancing employees to steps 5 – 8

Mental Health Therapist Wage Ranges



The County has not approved advancing employees to steps 5 – 8

Social Worker Wage Ranges



The County has not approved advancing employees to steps 5 – 8

Temporary Certified Social Workers
Start at \$18.99

WHAT DO WE NEED IN ORDER TO ASSURE A MORE STABLE WORKFORCE?

- Staff need to see that they have a future at Richland County
- Compensation needs to be competitive and somewhat predictable
- We need to be family-friendly offering flexibility and reasonable time off
- Staff need to feel valued for their longevity
- We need to offer paths for professional development and advancement

**Many economic studies indicate that when compensation and benefits are fair and competitive, they are no longer strong deciding factors in leaving a job*

HHS FUNDING IMPACT ON SALARY PROGRESSION

Funding for some of Health and Human Services programs is received based upon actual expenses that HHS is able to claim. If expenses increase, HHS is eligible to claim more funding. If expenses decrease, the claimable funding also decreases. Below shows the impact of HHS funding on the proposed salary progression options.

Option #1 — Age the wage schedule. The wage schedule was adopted with wage data from 2018. This scenario would age our existing wage schedules with consumer price index (CPI) averages for each year to bring our wage schedules up to 2022 projections. This option addresses keeping our wage schedules up to date.

General: \$459,994.32
Pine Valley: \$251,400.90
Total: \$711,395.22

deduct \$123,000 for increased HHS funding allocation
Approximately \$200,000 of the General Pay Plan wage increase is for HHS staff. HHS increased funding to cover those expenses is estimated to be \$123,000.



General: \$336,994.32
Pine Valley: \$251,400.90
Total: \$588,395.22

Option #2 — Initiate a step increase. Our goals established through the adoption of the Carlson Study, Resolution 19-89 was to have eventual access for employees to reach step 8 on the schedules, which at the time correlated with the market value of the position. Market value meaning the average cost of a fully functional and experienced employee from our comparable market. This option addresses our goal in allow advanced progression towards reaching step 8 = market value of 2018.

General: \$147,046.64
Pine Valley: \$ 70,516.81
Total: \$217,563.45

deduct \$36,900 for increased HHS funding allocation
Approximately \$60,000 of the General Pay Plan wage increase is for HHS staff. HHS increased funding to cover those expenses is estimated to be \$36,900.



General: \$110,146.64
Pine Valley: \$ 70,516.81
Total: \$180,663.45

Looking for possible commitment by the Finance and Personnel Committee to one of the increase options. A decision will help to set guidance for appropriation requests in the operations budgets, as well as put us back on course to help remedy identified compensation concerns.



The
Wisconsin
Economy

BROADBAND

JANUARY 2021

BROADBAND AND THE WISCONSIN ECONOMY

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Study Series No. 7



Extension

UNIVERSITY OF WISCONSIN-MADISON

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EXECUTIVE SUMMARY

In this study we explore issues related to broadband coverage and importance of coverage to community well-being. Several key conclusions include:

- Broadband access is closely related to population density and income levels, meaning the most rural and the lowest-income regions generally have the least access. For example, in urban Wisconsin, more than 95% of households have broadband access whereas, in the most rural counties, just 63% have access. Yet, regardless of their location on the rural-urban continuum, low-income households have the least access. Even in the most urban areas of the U.S., 44% of households earning less than \$20,000 have no internet. In the most rural areas, 56% of these low-income households have no internet.
- Explanations for the lack of service in rural and low-income regions include a low return on investment for providers, which is linked to the expense of new infrastructure and the low density of potential subscribers. Even if broadband service is possible, some areas feature low demand for broadband and the expense of service can be a barrier.
- Bureaucratic barriers severely constrain municipal provision in Wisconsin and data limitations make it difficult for communities to show need, which is often an important component of grant applications. Furthermore, there has been less federal investment in broadband compared to analogous infrastructure such as highways and electrification.
- Broadband is becoming increasingly important to community and economic well-being. It is linked to better business performance, including rural entrepreneurship and farm profits. It is also linked to higher home values and higher educational outcomes at both the grade school and high school levels. Broadband access also corresponds to improved health outcomes, which can lead to higher worker productivity.

- In Wisconsin, local conditions vary widely and likely require different approaches or a combination of more than one approach in order to improve access. Consider a range of challenges and potential paths forward:
 - The most underserved areas are typically rural and likely do not have sufficient infrastructure. Accordingly, these areas may want to prioritize strategies and policies that encourage the development of physical resources needed to provide access.
 - Some regions, such as pockets of Milwaukee and Madison, likely have the infrastructure, but many low-income households are still without service. This gap in broadband access points to issues around affordability.
 - Some communities seemingly have broadband service available based on provider-reported data from the FCC, yet many households are without service. This may be a sign that the FCC data does not accurately depict broadband availability—a concern of many broadband grant applicants. These places could benefit from policies that improve broadband data or create alternate means of showing need.
 - Communities that have broadband available but still have households without service may be facing a demand issue or, in other words, low adoption of the technology. These areas could choose to implement outreach and education strategies that note the benefits of broadband and encourage its use.
- While there has been some improvement in the digital divide across Wisconsin, the experiences of COVID-19 and the resulting movement to telecommuting for many workers and online learning for both K-12 and higher education students demonstrates that much work needs to be done.

INTRODUCTION

As people are spending more time at home, the challenge of inadequate broadband in many parts of Wisconsin has gained attention. As employees work from home, students take their courses online, patients seek care through telehealth, and families entertain themselves with at-home streaming services, access to broadband has become more important than ever and the impacts of going without broadband even more significant. Without access to adequate broadband service, employees find it difficult to work. Delivering education online begs the question of equity as some students are not able to access materials. The inability to use online health-, entertainment-, or retail-related services makes it more difficult to stay at home. While there are several recent state and federal programs aimed at alleviating the negative impacts on businesses, workers, and families, such as the We're All In grants or those offered under the CARES Act, they often require access to broadband for obtaining and submitting the required forms, making it difficult to enroll and exacerbating already challenging circumstances.

Issues concerning the lack of appropriate broadband service have been ongoing for years. Even before the COVID-19 pandemic, many rural communities and low-income neighborhoods have been at a comparative disadvantage due to inadequate broadband access. Economically, a lack of broadband means lower home values, lower rates of entrepreneurship, and fewer opportunities for education. Not only are students in underserved communities placed at a disadvantage, but adults who are pursuing new training or professional development opportunities are also disadvantaged. Stories of parents taking children to restaurants and coffee shops or parking outside of closed libraries to access wireless services so that their children can do their homework are becoming common. Inadequate service further limits telehealth, a potentially viable strategy to address limited access to healthcare in rural and low-income areas. Manufacturers are also increasingly dependent on quality broadband for software upgrades, sending and receiving design schematics and the integration of technologies such as robotics, artificial intelligence, augmented reality and additive manufacturing. To effectively use the latest technologies in agriculture, such as precision agriculture and software programs that allow dairy producers to monitor the health and well-being of their herds, farmers need access to quality, affordable broadband services.

Many communities across Wisconsin have adopted economic growth and development strategies that fall under the umbrella of "place-making." Historically, people have followed jobs: create employment opportunities and people will move into the community to take advantage of those jobs. Today, for some types of labor markets, especially in occupations requiring high knowledge levels, the flow has largely changed to where jobs now appear to be following people. Here, creating a community environment that is attractive to young families, young professionals, and even retirees

"The pandemic has prompted new focus on the technology divide..."

Tom Rutledge, Charter Chairman and CEO
The Fond du Lac Reporter, September 21, 2020

"But Wisconsin's broadband infrastructure also consistently ranks near the bottom of states in the nation. Wisconsin currently ranks 38th for internet access, out of all 50 states."

Wisconsin Public Radio, February 12, 2020

comes to the forefront. Baileys Harbor in Door County, for example, has attempted to encourage young professionals to relocate there by marketing its quality broadband, which is essential to this kind of place-making strategy, in addition to its natural amenities.

Other Wisconsin communities, such as Iron County, have pursued a strategy commonly referred to as “boomerang migration.” Here local youth are encouraged to go to college, experience life in larger communities, then return to their home communities, raise their families, and perhaps start a business. These communities, however, are finding that inadequate broadband deters return-migration, further contributing to rural brain drain--the outmigration of skilled rural residents. Wisconsin communities that are pursuing economic development strategies centered on quality of life factors are thus finding that inadequate broadband continues to hamper their progress.

In this contribution to [The Wisconsin Economy](#) series, we explore a range of issues related to broadband in Wisconsin. We begin by outlining what we mean by “broadband” and its range of associated technologies. As part of that discussion, we outline some of the challenges with definitions and technologies. We then provide a detailed analysis of access and use of broadband using American Community Survey data from the U.S. Census Bureau and the Federal Communication Commission (FCC) data which is used as the foundation for public investments in broadband infrastructure. In the next section, we outline how access and use of broadband influences economic outcomes. In the fifth section of this report we briefly review some of the policy issues affecting access and use of broadband (policy issues are further explored in a companion piece to this report). We close the report with a general discussion of future directions.

“As the ag industry looks ahead, one immediate need — emphasized by the way more people have been working from home and meeting virtually during the pandemic — is broadband internet in rural areas. ‘I talk to a lot of farmers, and they’ve got dial-up, slow speed internet,’ said Dalton. Everyone in the broader ag business web — suppliers, distributors and government agencies — needs a broadband internet connection to communicate, added Smith: ‘It’s impossible to run a business without one.’”

Cal Dalton, an Endeavor, WI (Marquette County) Farmer and Dan Smith, President and CEO of the Cooperative Network
Wisconsin Examiner June 17, 2020

WHAT IS BROADBAND?

The efficiency of sharing information (data) across computers via the internet hinges on the speed of the connection. Broadband speaks to the speed of those connections. Early technologies used telephone dial-up allowing for narrow band telephone connections that were subject to slow speeds of information transmissions and interruptions. As new technologies, such as those using coaxial cable networks, reached many homes and businesses, faster and more reliable alternatives to dial-up internet became available.

Broadband is a term that is used to reference relatively fast connections for information sharing. The Federal Communication Commission (FCC) currently defines broadband as at least 25 Mbps (transfer of “megabits per second”) of download speed and at least 3 Mbps of upload speed. The definition, though, has evolved over time to increasingly higher thresholds, reflecting the increasing demand for faster connections. This speed of 25/3 is considered a “moderate” speed suitable for browsing the internet, email, streaming videos, and playing basic online games. For example, streaming Netflix or YouTube without interruptions generally requires 5 Mbps (see Table 1). Since the COVID-19 Pandemic, the 25/3 broadband threshold established in 2015 has come under scrutiny for being inadequate. If a household or business has multiple users accessing the connection at the same time, the 25/3 may not be sufficient.

With the added demand for internet use created by the Safer-At-Home order, the current definition of broadband, particularly the upload speed (at least 3 Mbps), is proving insufficient to meet household needs. Historically, homes and businesses have had more demand for downloading information (data) than for uploading, which typically uses only a limited amount of data (e.g., sending an e-mail, uploading a picture to Facebook or a video to YouTube, or using Zoom for meetings). But with the growing number of people that are telecommuting and using technologies such as video-conferencing, upload speeds are becoming more important. This is particularly true if several members of a household are video-conferencing at the same time. If Wisconsin communities want to promote telecommuting as a viable option for residents, then the ability to upload larger files and video-conference becomes a necessary condition.

BROADBAND DEFINED

The Federal Communication Commission (FCC) currently defines broadband as an internet connection with at least 25 Mbps (transfer of “megabits per second”) of download speed and at least 3 Mbps of upload speed.

TABLE 1 | HOW MUCH SPEED DO YOU NEED?

INTERNET SPEED	CAPABILITIES
0-5 Mbps	General browsing, email, social media, online radio
5-40 Mbps	Video-conferencing, telecommuting, online gaming, streaming video, multiple device usage within a household
40-100 Mbps	Streaming ultra-high-definition (Netflix 4K)
100-500+ Mbps	Online education delivery, (e.g. testing services and video streaming), database access, record storage and sharing characteristic of anchor institutions
1 Gigabit per Second (1,000 Mbps)	High use, multiple-users, high-definition streaming, uploading large files

TYPES OF BROADBAND CONNECTIONS

There are several different means or technologies that homes and businesses use to connect to broadband internet including fiber, cable, DSL (digital subscriber line), wireless (fixed and mobile) and satellite (Table 2). Some of these technologies are better-suited for high-speed service than others. Fiber, or fiber-optic, is currently viewed as the most preferred as it carries the greatest potential for transmitting large amounts of information (data). Cable uses the same coaxial cables that many households use for cable television and is considered suitable for most broadband connections. DSL is also a wired technology but uses traditional copper telephone lines and is generally the least preferred when compared to fiber or cable. Fiber, cable, and DSL technologies are considered fixed (i.e. stationary) wire-type internet technologies, which are considered superior to satellite or cellular technologies. Fixed wireless technology is based on radio links and is generally connected to a fixed connection. For example, Northern Michigan University brought broadband to several rural towns by using fixed wireless technology mounted to a water tower or other infrastructure that casts a signal to nearby neighborhoods.

The advantage of wireless is not needing a physical connection (wires or cables) to connect to the internet, which is especially advantageous where terrain precludes laying fixed wire.

Fixed wireless technology is distinct from the hardwired technology that connects to a wireless router (i.e., WiFi), common in many homes and businesses, which then casts a wireless signal to nearby devices (e.g., computer, television, or cell phone). When parents take children to McDonalds or the library parking lot to access the internet, it is through WiFi, the wireless signal shared through the business’s router. In this case, the business has a hardwired connection coming to the building which is then cast to patrons, usually in the restaurant or parking lot, through a wireless signal to use on their devices. Several public libraries, particularly in the context of COVID-19, are similarly expanding the availability of their wireless signal to people who may use it from the parking lot or nearby seating area, as an example.

Another common form of wireless broadband access is through cellular service plans for smartphones. While cellular service is adequate for e-mail, streaming videos, and browsing the internet, it is not suitable for many uses,

TABLE 2 | TYPES OF BROADBAND CONNECTIONS

Faster	Fiber	A wired technology, generally viewed as the most preferred option for broadband. It uses fiber-optic cable to transmit large amounts of information. The infrastructure is relatively expensive to build.
	Cable	Cable uses the same coaxial cables, another wired technology, that deliver picture and sound to television sets to support broadband.
	DSL	Also a wired technology, DSL uses traditional copper telephone lines already connected to homes and businesses. Speed may vary with distance from the home to the nearest equipped telephone facility.
	Wireless	Wireless connections use a radio link to connect between residences or businesses and the provider’s facility. Available to fixed locations as well as across broader regions via a cell phone, for example.
Slower	Satellite	A type of wireless broadband using the satellite technology used for telephone and television service. It is viewed as useful for getting service to remote or low-density areas.

Source: (1) Federal Communication Commission. “Types of Broadband Connections.” July, 23, 2014. Available at: <https://www.fcc.gov/general/types-broadband-connections>.
(2) “Broadband Reference Guide: A Digital Resource for Stakeholders.” Broadband & E-Commerce Education Center. University of Wisconsin Extension Madison. January, 2014. Available at: <https://cced.ces.uwex.edu/files/2018/07/007.010.2014-Broadband-Reference-Guide.pdf>

particularly for businesses. In addition, cellular service requires data plans that can be expensive or that throttle speeds once certain data thresholds are met. The data plans dictate how much information can be either downloaded or uploaded to the internet. Some smartphones can be used as “hotspots,” which allow computers and other devices to utilize the phones’ wireless signals. These have proven to be popular for business travelers, but they are extremely data-intensive, particularly if the user is uploading or downloading large files or video-conferencing. This method can also be very expensive. Additionally, cellular and fixed wireless technologies can face challenges from topography that creates line-of-sight issues between towers and users. In general, a smart-phone is not viewed as a long-term solution to inadequate broadband access at home or for a business.

The final type of connection to the internet is via satellites and, for many rural residents and businesses, it is the only option available. The advantage of satellite connections to the internet is that it is independent from physical wires (fiber, cable, DSL) and thus can be placed anywhere; this also means that it is often quicker to recover from natural disasters, which can cause breaks in physical wires. For example, in August 2020 a derecho storm broke Iowa’s main fiber line resulting in multi-day outages and disruptions in wired internet as well as cellular service, which relies on the main wired fiber line. The service is also suitable for browsing the internet, email, and streaming simple videos.

However, satellite connections can have serious limitations. Satellite is generally considered an inferior option when connecting to the internet and is unsuitable for many situations, particularly in terms of the demands of businesses, telecommuting, or distance education. For example, many service providers readily admit that satellite is not suitable for online gaming because of short delays that can disrupt the gaming experience. This is also troublesome for video conferencing that is growing in popularity as a means of communicating. This is a result of high latency, or the “ping factor,” which refers to the fact that the data flow must travel to the satellite in low earth orbit (22,230 miles) and return; even at the speed of light, that causes a noticeable difference. Satellite is also unreliable with respect to topography and poor weather conditions. Finally, satellite is noticeably more expensive than wired (fiber, cable, DSL) options. Many satellite connections operate in a similar fashion to cellular phone plans related to the volume of data that can be downloaded or uploaded. Video-conferencing, for example, is extremely data-intensive and the costs of “data overages” can be prohibitively high.

“Fiber, or fiber-optic, is currently viewed as the most preferred [technology] as it carries the greatest potential for transmitting large amounts of information (data).”

BROADBAND INFRASTRUCTURE

The physical infrastructure between the provider and the consumer that is necessary for broadband is often thought of in three segments: the backbone, the middle mile, and the last mile (Figure 1). The backbone, usually fiber optic and capable of large volume data transmission, is owned by private providers or commercial, government, academic, and other networks. This could be the infrastructure that connects the Twin Cities to Milwaukee, Chicago, and other large cities. The middle mile links the backbone to the Internet Service Provider's (ISP) or telecommunications provider's main network. The middle mile can connect anchor institutions in some communities so that they can share applications, infrastructure, and other resources. The middle mile can be thought of as the network that connects individual neighborhoods within a city. The last mile connects individual homes and businesses to the middle mile, or the network within a neighborhood.

One can think of broadband infrastructure as parallel to how electricity is distributed: high voltage powerlines transport

large volumes of electricity over great distances and are connected to regional distribution networks, which are then connected to neighborhood distribution networks and individual homes and businesses. The backbone would be the high voltage powerlines, the middle mile would be the regional distribution network, and the last mile would be the neighborhood system of powerlines.

A major breakdown in broadband connectivity, particularly in less densely populated areas, is in the last mile, or the connection from the regional or neighborhood network to homes. For example, many smaller communities have a sufficient population density to make an investment in broadband infrastructure a viable business decision for service providers. But, immediately outside of that community, the investment in the last mile to more distant homes and businesses is not cost effective for the service provider. This can be compounded in areas that have an abundance of lakes and rivers or more mountainous terrain. This physical distance for farmers and businesses "on the edge of town" places them at a comparative disadvantage. For many rural Wisconsin residents, these last two geographical features, distance and terrain, can be particularly difficult to overcome.

FIG 1

BROADBAND INFRASTRUCTURE

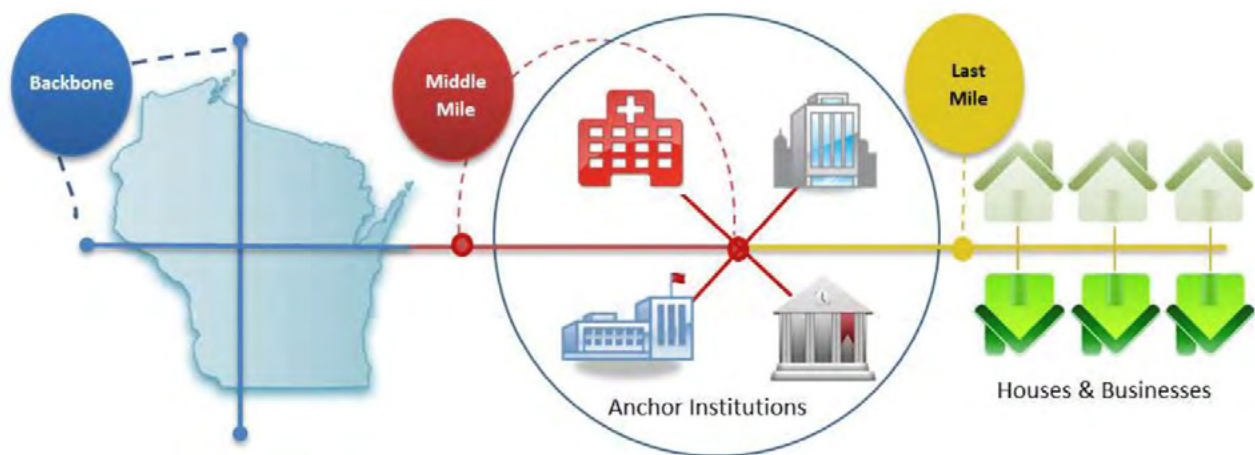


Figure reproduced from "Broadband Reference Guide: A Digital Resource for Stakeholders." Broadband & E-Commerce Education Center. University of Wisconsin Extension Madison. January, 2014. <https://cced.ces.uwex.edu/files/2018/07/007.010.2014-Broadband-Reference-Guide.pdf>

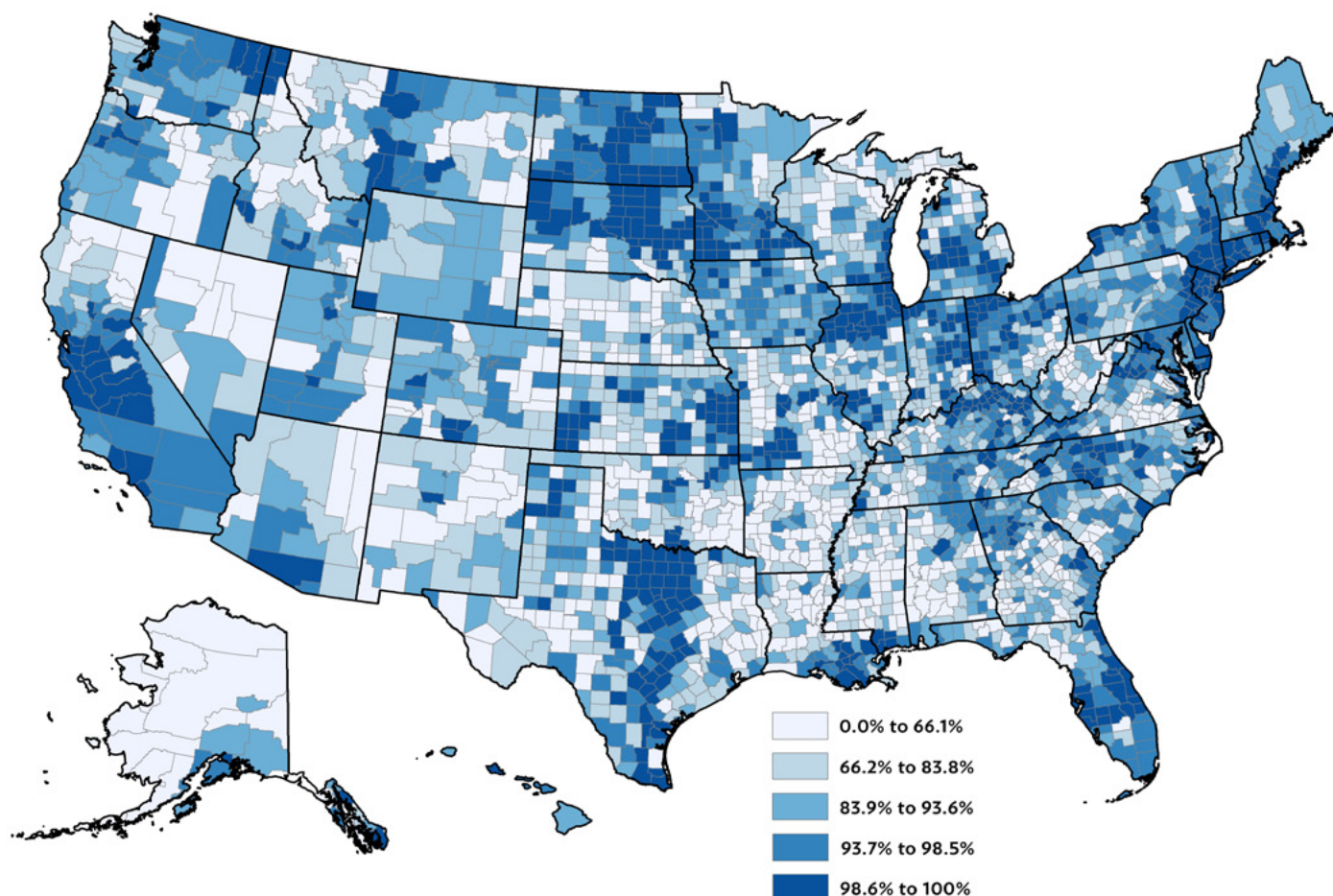
BROADBAND IN WISCONSIN AND ACROSS THE U.S.

ACCESS BY UNITED STATES COUNTY

Across the U.S. and in Wisconsin, there are broad swaths of households still without access to broadband internet. Map 1 and Map 2 consider access to broadband (using the federal 25/3 Mbps definition) according to FCC Form 477 data. (We use Form 477 data excluding satellite given the aforementioned challenges with satellite technology.) The spatial pattern is clear when looking at the national distribution of persons with access to broadband (Map 1). There are clusters of low access in the many parts of the southern U.S., particularly parts of the Mississippi Delta region (e.g., Mississippi, Louisiana, Arkansas, Alabama), southern Georgia and northern Florida, along with pockets in Appalachia, the western Great Plains and parts of the Mountain West (e.g., Nevada).

MAP 1

SHARE OF POPULATION WITH ACCESS TO BROADBAND (25/3 MBPS) BY U.S. COUNTY



SOURCES OF BROADBAND DATA

There are two primary sources of data on the availability of the internet, and specifically access to broadband: the U.S. Census Bureau's American Community Survey (ACS) and the Federal Communication Commission (FCC) through Form 477 reporting requirements.

American Community Survey

The ACS data is based on surveys of households, and is thus dependent upon the accuracy of the respondents. For the analysis provided in this study, we use 5-year averages which, over the 2014 to 2018 period, provide a sufficient sample to infer estimates for every county in the U.S. Internet access refers to whether or not a household uses or connects to the internet, regardless of whether or not they pay for the service to do so. Internet access does not necessarily mean that they meet the current 25/3 Mbps speed requirements to be labeled broadband. Data about internet access was collected by asking if the respondent or any member of the household accessed the internet.

FCC Form 477 June 2019 Data

The FCC data are particularly important because they are used to determine the eligibility of communities and their service providers for federal grants. For example, the eligibility rules for the federal ReConnect Program administered through the U.S. Department of Agriculture are built upon the data from Form 477. The data are aggregated from census block data where providers report whether they can or do serve at least one location in a given census block. The FCC Form 477 data can overestimate access as there may be addresses or locations within a given census block that do not have access. Furthermore, upload and download speeds are based on advertised speeds, not necessarily actual speeds reported by users. We do not include satellite access as part of the data given the aforementioned challenges with satellite technology.

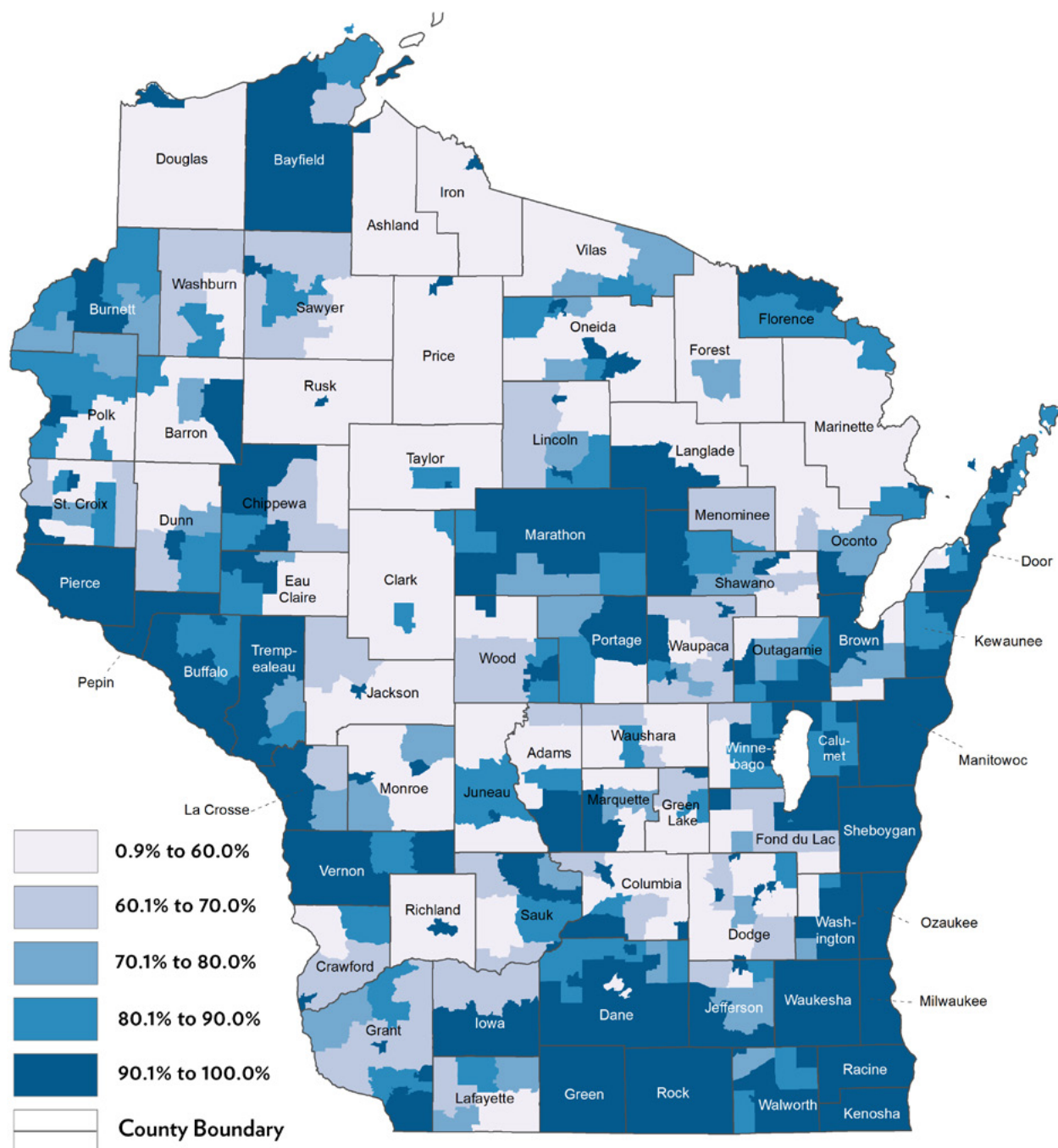
ACCESS BY WISCONSIN CENSUS TRACT

More specific to Wisconsin, there is lower access to broadband in the less populous northern portion of the state (Map 2). The Northwoods region features smaller communities, seasonal tourism, and recreation. Indeed, prior research on recreational housing (e.g., Winkler, Deller and Marcouiller 2015) reveals that there is considerable overlap between recreational housing density and lack of access to broadband. There is also evidence of lower rates of access to broadband in the Driftless region of southwestern Wisconsin and the central part of the state.

MAP 2

SHARE OF POPULATION WITH ACCESS TO BROADBAND (25/3 MBPS) BY WISCONSIN CENSUS TRACT

JUNE 2019 FCC FORM 477 DATA, NOT INCLUDING SATELLITE



ACCESS BY RURALITY AND TECHNOLOGY

The clusters of low broadband access observed in Map 1 and Map 2 are at least partially associated with rurality—less populous areas are less likely to have broadband internet. If we group U.S. counties by their population sizes, there is a clear pattern within the data (Figure 2). Here, counties are classified across nine different population classifications, known as Rural-Urban Continuum Codes, from the largest metropolitan counties that have a population of one million or more, to the most rural counties that have no places (towns/villages) with more than 2,500 persons and are not adjacent to a metropolitan area. Wisconsin, for example, has five counties that fit into the “most rural” category: Florence, Forest, Iron, Price and Vilas. The most urban counties are those that are near or part of the Minneapolis-St. Paul, Milwaukee and Chicago Metropolitan Statistical Areas such as St. Croix, Ozaukee, and Kenosha Counties.

In general, across the U.S., access to broadband and speed declines with rurality, meaning households in the most remote counties are the least likely to have broadband, especially faster speeds of broadband (see Appendix for analysis of Wisconsin Counties alone). On average, in the most urban counties, 92.3 percent

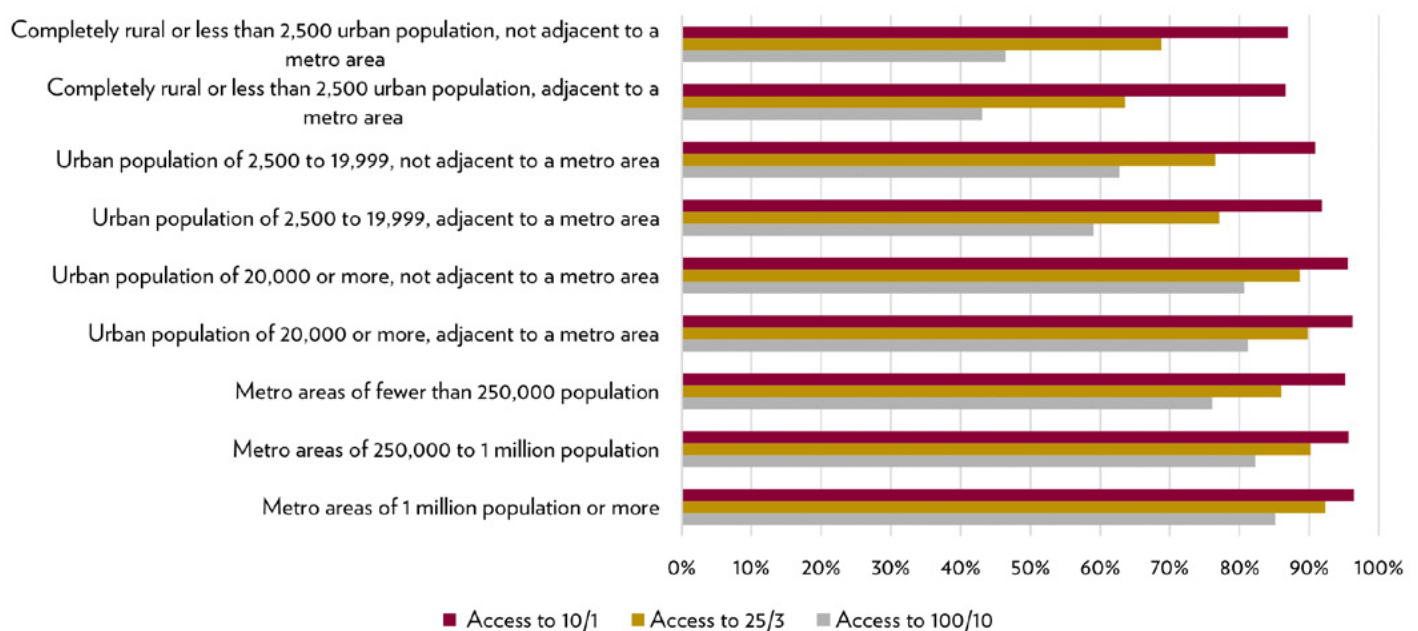
of residents have access to broadband, whereas in the most rural counties in the U.S., just 68.8 percent of the population has access to 25/3 broadband. In Wisconsin, 16 counties fare worse than the national average of these most remote, rural counties. Among these, in Price, Forest, and Rusk Counties, less than half of the population has access to broadband. Menominee County is just below the threshold at 68.3 percent.

If we lower the threshold of internet access to 10/1 Mbps, which is sufficient for e-mailing, webpage viewing, and listening to internet radio, but is insufficient for streaming videos or video-conferencing, 87 percent of the population in the most rural counties in the U.S. have access. Rural counties are more likely to rely on non-wired technologies for internet access, which improve coverage but are relatively slow compared to other technologies. The prevalence of non-wired technologies in rural areas may partly explain the relatively better coverage at low speeds in rural areas (see Figure 3).

If we increase speed thresholds to 100/10 Mbps, which many maintain will be required in the near future, only 46.5 percent of the population in the most rural counties have access. These patterns reveal two important observations: (1) lack of access to broadband (25/3 Mbps) is predominately a rural issue and (2) Wisconsin tends to fall below national averages in terms of access.

FIG 2

ACCESS TO BROADBAND (25/3 MBPS) ACROSS U.S. COUNTY URBAN-RURAL CONTINUUM

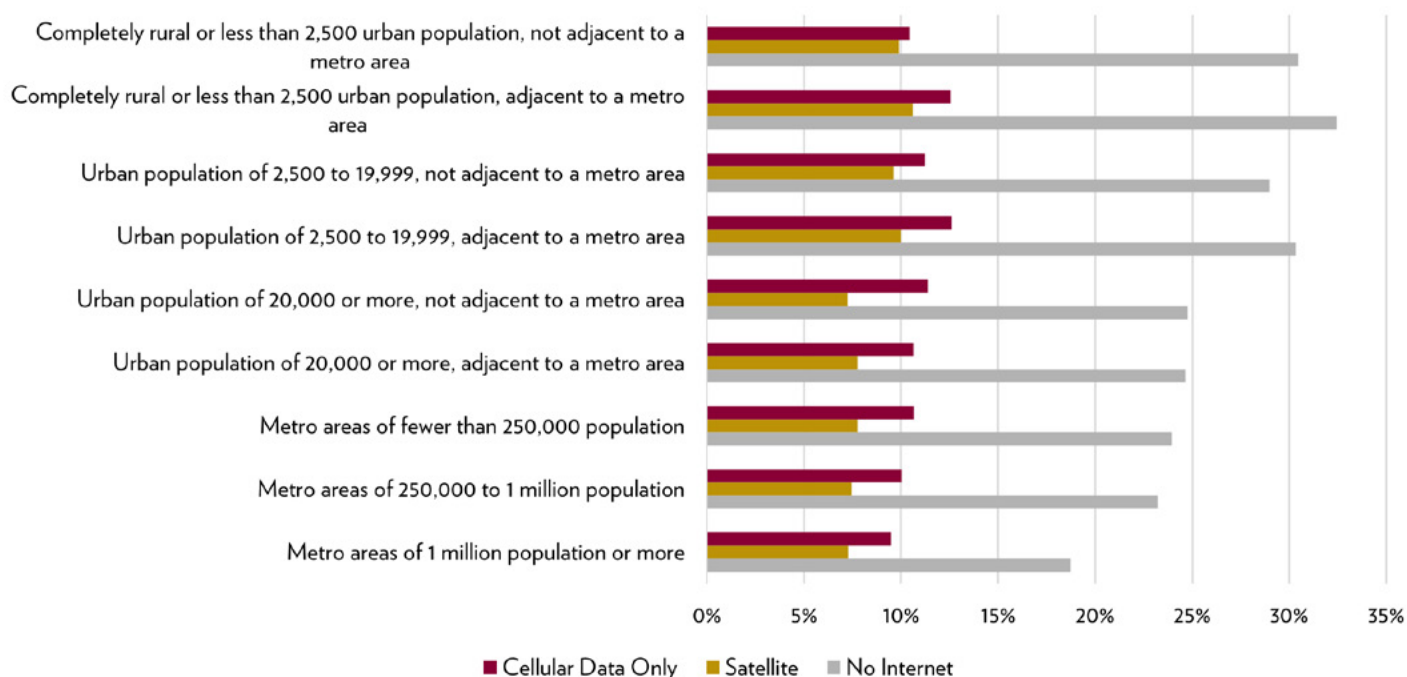


One of the major differences in access to the internet is that there is more than one technology that can be used. One of the advantages of the datasets used in this analysis is that they detail the type of technology used. As outlined above, these are hard wired technologies (fiber, cable and DSL) as well as wireless technologies (satellite and cellular). Using the same rural-urban classification scheme as in Figure 2, we find that the more rural a county is on the rural-urban continuum, the more likely it is to go without internet, or to rely on a less-preferred technology, namely satellite or cellular access (i.e., smartphones) as shown in Figure 3¹. In the most rural areas, or those with the smallest populations and far from a metro area, more than one in four residents have no internet. Note that even in the category of counties where the greatest share of households has service (metro areas with a million population or more), 18.7 percent still report having no access to the internet.

“...the more rural a county, the more likely it is to go without internet or to rely on a less-preferred technology, namely satellite or cellular...”

FIG 3

PERCENT OF U.S. POPULATION WITH A NON-FIXED WIRED TECHNOLOGY OR WITHOUT INTERNET



¹ Note that Figure 2 and Figure 3 use different data sets and thus relay different, though related, information. The FCC data in Figure 2 conveys access in the area from the provider's perspective, but not usage or adoption. For example, in the most rural communities close to 90% of the population has access to 10/1 service. Figure 3 uses Census data from the perspective of the household. In the most rural communities, roughly 30% of households report no access to internet, meaning they go without internet in their home. Taken together with the FCC data, this may mean that some households do not subscribe to service even though it is available, perhaps because they have little demand or the expense is burdensome. It may also be an indicator that the FCC data overstate coverage.

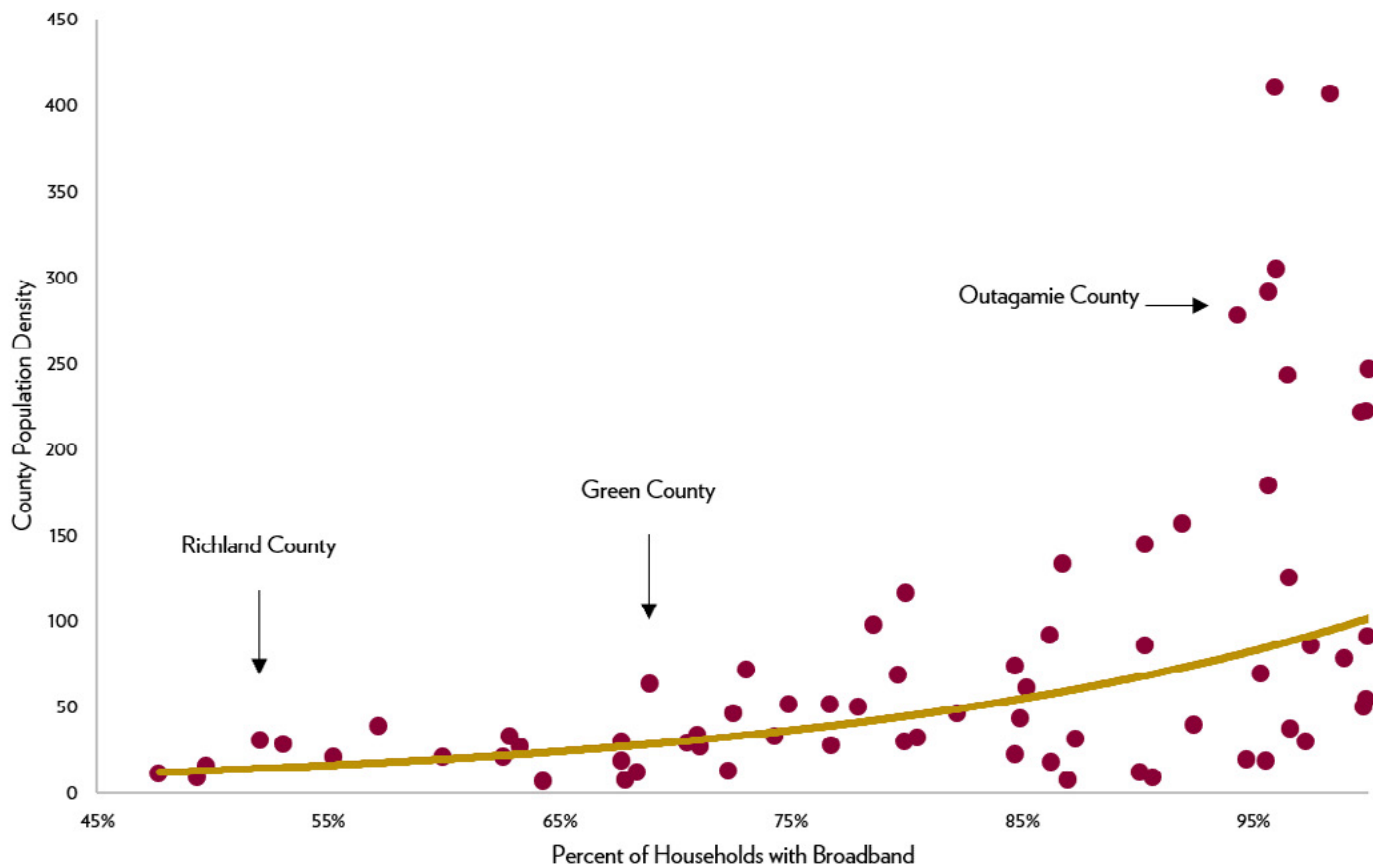
ACCESS BY POPULATION DENSITY

With rural counties at a clear broadband disadvantage, it suggests that population density is key to understanding broadband access. In Figure 4, a simple scatterplot of Wisconsin counties relating the percent of households with access to broadband and population density reaffirms that population density is a key factor. It suggests that, at low levels of density, small increases in the number of people per square mile correspond, at most, to modest increases in broadband access. Only as population density gets above 60 people per square mile is there a strong upward (positive) relationship between density and broadband access. This implies that population density plays an important role in understanding access to broadband and the challenges for improving access in the most rural parts of the country.

“With rural counties at a clear broadband disadvantage, it suggests that population density is key to understanding broadband access.”

FIG 4

ACCESS TO BROADBAND (25/3 MBPS) BY WISCONSIN COUNTY POPULATION DENSITY

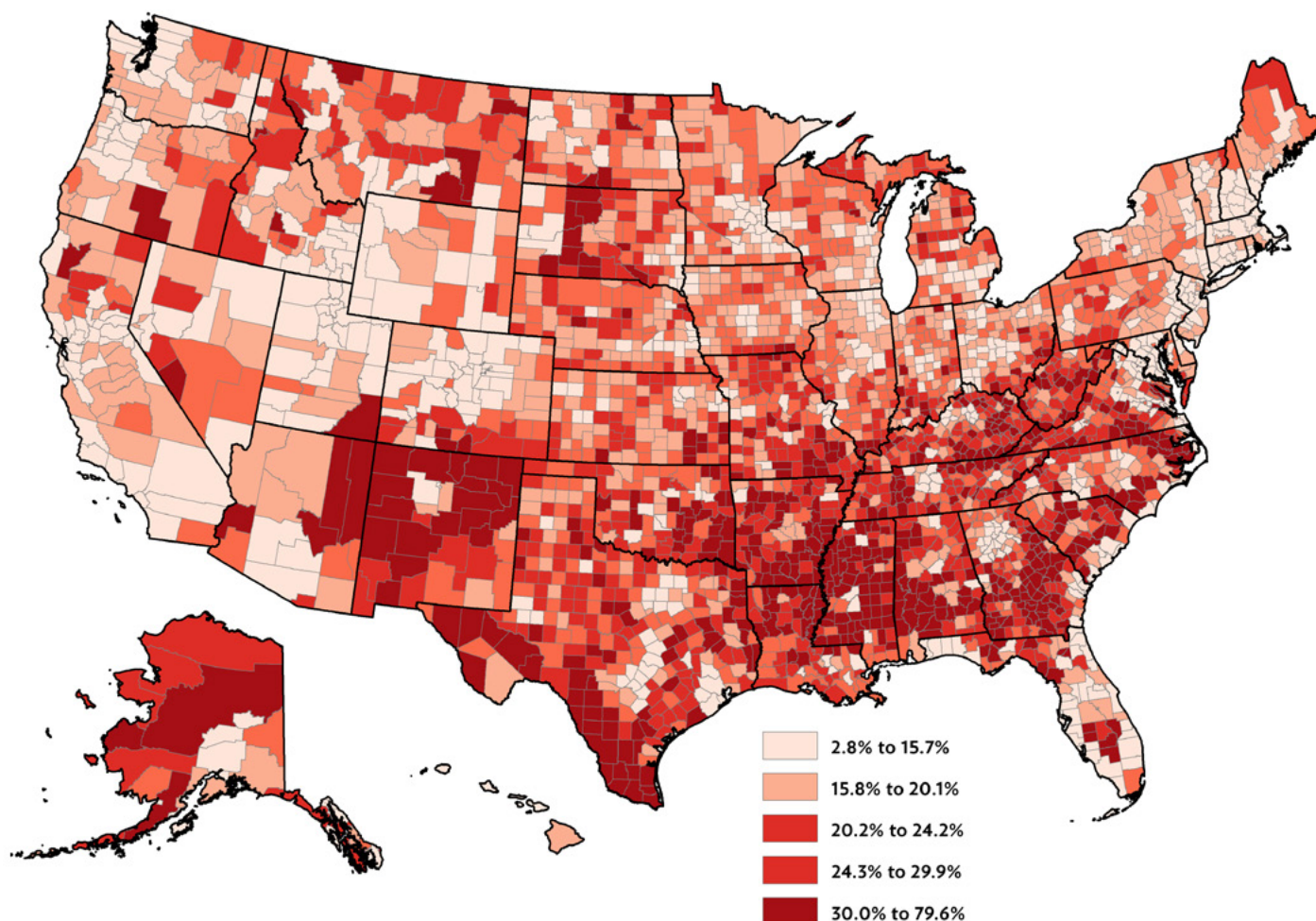


LACK OF ACCESS

As an alternative to looking at access based on reporting by service-providers, we next consider how households describe their service using ACS data. First, in Map 3, we consider the share of households that report no access to internet—a complement to the perspective offered in Map 1. Importantly, in many pockets of the Deep South, large shares of the population indicate having no access, along with places in the West that are closely aligned with Native American reservation lands. Again, the Northwoods of the upper Midwest also has higher rates of no internet access.

MAP 3

SHARE OF HOUSEHOLDS WITHOUT INTERNET ACCESS BY U.S. COUNTY

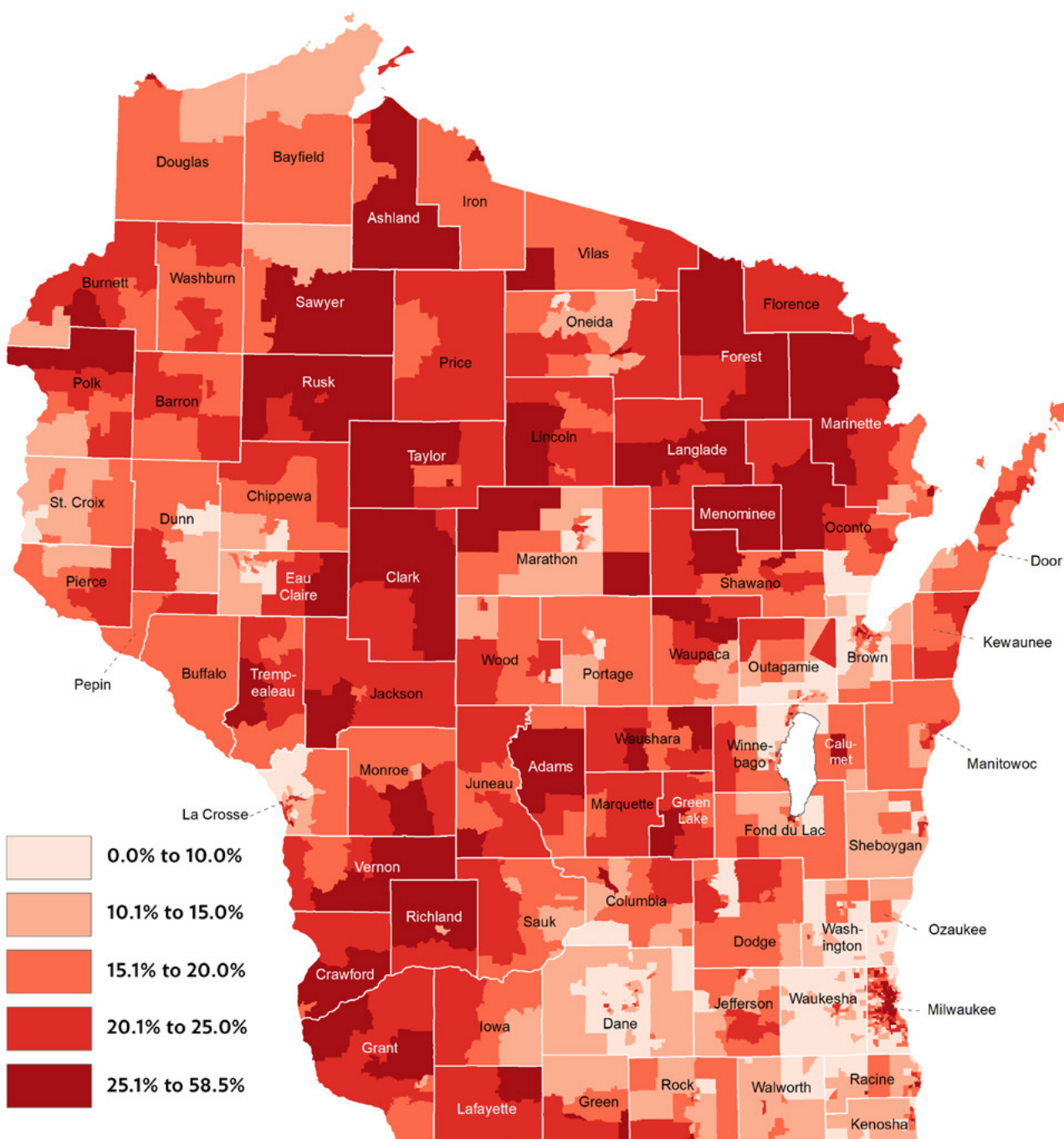


In Wisconsin, we clearly see that households in rural areas are more likely to report a lack of access to the internet (Map 4). Many census tracts in northern Wisconsin have high shares of households without internet access; see Ashland, Sawyer, Rusk, Price, Florence, Forest, and Marinette Counties. Households in rural census tracts found throughout central and southwest

Wisconsin are also much more likely to report a lack of internet access. Households in rural areas, however, are not alone in their lack of internet access. Many census tracts in metro areas also show high shares of households without internet, such as census tracts in the urban cores of Milwaukee, Madison, Green Bay, and Racine.

MAP 4

SHARE OF HOUSEHOLDS WITHOUT INTERNET ACCESS BY WISCONSIN CENSUS TRACT



While rural areas clearly have less internet access and density seems to be a key factor in explaining the disparity, it could be due to other features of rural areas as well. For example, rural areas tend to have lower education outcomes, fewer businesses, varying terrain conditions, and, importantly, lower incomes when compared to urban areas. It could be that inadequate broadband is associated with lower incomes, which could partly explain the lack of service in rural areas. To look at the question of income as it relates to broadband access across the rural-urban continuum, we again group counties from the most rural to the most urban and create subgroups by household income within each category. The results, shown in Figure 5, indicate that the income divide across broadband access is perhaps starker than the rural-urban divide. (See Appendix for analysis of Wisconsin Counties alone.)

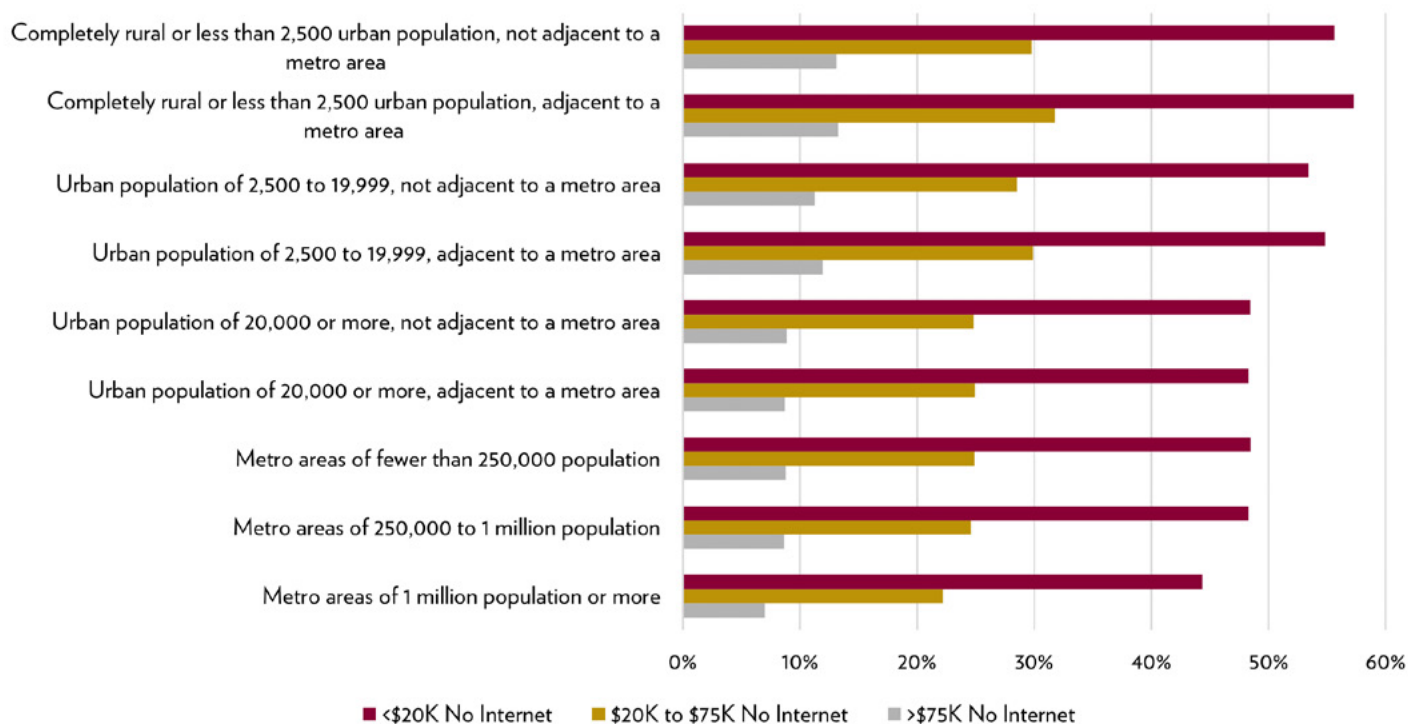
Looking at counties by income alongside their position in the rural-urban continuum, a strong pattern emerges. The households earning less than \$20,000 are far more likely to go without broadband than higher-income households, regardless of rurality. Across the urban-rural continuum, between 40 and 60 percent of these low-income households have no internet. For households earning more than \$75,000, between just 5 and 15 percent are without internet. These income differences also

likely explain the high shares of households without internet access in the aforementioned urban census tracts in Wisconsin. Thus, taking income into consideration highlights the extent to which low-income households across all types of communities do not have access to broadband. While low-income rural households do lag low-income urban households, the disparity between low-income and high-income households is generally larger than that between urban and rural.

The descriptive analysis suggests four general conclusions. First, while there are pockets of Wisconsin that lack adequate access to broadband (and the internet more generally), Wisconsin is ahead of some parts of the U.S., particularly the Deep South states. Still, Wisconsin lags many comparable regions such as New England and the Dakotas, for example. Second, population density plays an important role in understanding access to broadband as households in rural areas are less likely to have service. Third, household income is a key factor. Low-income households across the rural-urban continuum are far less likely to have internet access compared to high-income households. Finally, there are several rural counties in Wisconsin that compare well to national averages, such as Buffalo and Pepin, suggesting that there are means to enhance broadband access even in rural regions.

FIG 5

PERCENT OF U.S. POPULATION WITHOUT INTERNET ACCESS BY HOUSEHOLD INCOME ACROSS U.S. COUNTY URBAN-RURAL CONTINUUM



HOW DID WE GET HERE?

While the gaps in broadband service are clear, the reasons why service has not reached all regions of the state and country are varied and more complicated. Population density or rurality, infrastructure expense, data limitations, and legal structures all play a part, depending on the location. One of the central arguments behind the pattern of low broadband access in relatively rural parts of the country shown in Map 1 focuses on population density. For internet service providers (ISPs), investments in broadband infrastructure are weighed against the customers and revenue they can gain. The argument is that the return on investment (ROI) in low population areas is insufficient to warrant large investments. The lower the population density, the greater the cost of the last mile investment comes into play. This has been a major rationale behind numerous federal and state broadband initiatives, to help offset these low ROIs.

The geographical terrain also plays an important role. Consider Richland County, WI which has a population density of about 31 people per square mile but broadband access of only 52.1 percent, which is relatively low compared to similarly dense counties in the state. One explanation for the difference in access may be topography or terrain. Richland County is in the heart of the Driftless region, which has a very uneven landscape with low rolling hills. In this type of geography, the cost of building the last mile can be particularly high because building broadband infrastructure in challenging terrain can require additional or more expensive construction and expertise. For providers, the additional cost may sufficiently lower the return on infrastructure investment to deter expanding service.

In addition to terrain, expanding access can be expensive because ISPs are often augmenting existing infrastructure. Specifically, they are using existing telephone poles to carry the necessary broadband infrastructure (such as fiber) to new consumers. Unless the ISP already owns the poles (as utility co-ops in Wisconsin sometimes do), they have to pay pole attachment fees, which can range from \$6 per pole for regulated fees up to \$15 per pole for the typical co-op owned pole (Connelly 2019). At roughly 18 poles per mile, these rental fees accumulate quickly.

Population density, terrain, and existing infrastructure are not the only barriers to broadband service provision; the percentage of potential subscribers offered the service that actually subscribe is also a factor. This percentage of subscribers is known as the take rate. The take rate affects the ROI—the higher the take rate, the higher the ROI. To break even, ISPs generally seek a 30-50 percent take rate. Communities demonstrating that they will have a high take rate may be more likely to receive high-speed, fixed internet service. Communities with a notable share of households that are less likely to use the internet, such as those with a large Amish population, may need to consider other strategies to address take rates.

AN EXAMPLE OF COSTS

While cost estimates vary, this example demonstrates how the cost per subscriber of rural provision can be an order of magnitude greater than in urban areas.

A 2014 report from a technology consulting company estimated costs of broadband infrastructure using fiber technology in a range of settings with varying terrain and population density. They estimate, for example, \$85,000 per mile for new underground construction (CTC Technology and Energy, 2014). If new infrastructure is needed for overhead or aerial strands, they estimate \$51,000 per mile. If current telephone wires are already in place, they estimate \$12,000 per mile in a rural area and \$15,000 per mile in an urban area.

Internet service providers are concerned with the potential return on investment (ROI) when they make fiber installation expenses and thus weigh the potential revenue from new consumers, including take rate, against the expense of the infrastructure. The costs of new investment in urban areas can be spread over more customers. For example, spending \$12,000 per mile in Richland County at 31 people per square mile is roughly \$387/person. In Outagamie County, at 277 people per square mile, the cost per person, even using the more expensive urban area cost, is roughly \$54/person.

The price of internet access for consumers can be a barrier, particularly for lower income households, and, in some communities, may help us understand a low take rate. There is potential for fiber nearly everywhere, but it is not always at a price that would make it affordable to residents without subsidies or government investment. Even where the more affordable physical infrastructure is already in place, the costs of hookups, data plans, and broadband subscriptions can be a barrier to access. While prices vary by service provider and the characteristics of individual packages, one might expect to pay \$40 per month or more for broadband services, which may be cost prohibitive for low-income households. This is an important observation because it means that access to broadband is not sufficient for homes to utilize the service—it must also be affordable. The cost of the service, regardless of location, is likely a barrier for many households. This affordability concern is particularly significant when one considers that the primary way to move out of poverty is to invest in education. Increasingly, investing in education, retraining, and professional development requires access to broadband internet. The poverty trap appears to deepening.

In sum, as a consequence of the high cost and low density of service provision, the ROI of the last mile for the ISP can be very low, if not negative. There are instances of customers who have asked to be connected and are provided initial cost estimates of thousands of dollars or more to lay the required lines. Most Wisconsin residents cannot afford such an expense.

There are several grant programs geared towards alleviating these cost barriers to broadband access. Most recently, the CARES Act included \$100 million in grants through USDA's Rural Utility Service. Prior to the CARES Act, the USDA prioritized broadband through the 2019 Farm Bill and through its 2018 ReConnect program which provided \$600 million in grants and loans and was recently expanded with a second round of \$550 million in funding.

These programs, however, can be difficult to access and implement. First, applicants must demonstrate need in order to qualify and be competitive for grants and loans, but the most commonly used Form 477 data from the FCC generally overstate coverage, which makes it difficult to definitively show a lack of service. As noted before, the FCC Form 477 data requires providers to list census blocks and report whether they can or do serve at least one location in a given census block. For rural census blocks at the periphery of a community, this may mean that, if a provider offers service to one home, which is most likely close to town, it can report service and speed for the entire block based on the one house it serves. Accordingly, this requirement leads the Form 477 data to generally overstate the availability of broadband. With the aim of addressing this data limitation, among other concerns with the Form 477 data,

“...access to broadband is not sufficient for homes to utilize the service—it must also be affordable.”

the Broadband Deployment Accuracy and Technological Availability (DATA) Act was signed into law on March 23, 2020 by President Trump. Unfortunately, these new data will not be available for some time.

In addition to the coverage discrepancies, internet service providers often misreport key pieces of information on the form. For example, there are cases of ISPs reporting speed rates as Kbps (thousands of bits per second) but Form 477 uses Mbps (millions of bits per second). Second, while ISPs are required to submit Form 477 twice a year, it takes the FCC an average of about a year and half to compile and report the data. Thus, the most current data is already out of date when it is published. Finally, the data only indicate the advertised available maximum download and upload speeds, which likely does not reflect the typical speeds experienced by customers, especially those in rural areas. Some ISPs advertise one speed rate (the maximum) but guarantee a lower rate. In reality, few households may be getting the faster advertised speed. When they report, even if only one customer in an area is provided with the faster speed, then all customers in the area are considered to have access to the same speed.

In addition to the challenges of using Federal data to establish need, these grant applications can be somewhat cumbersome and limit applicants to certain types of entities, such that those with industry savvy are often the best equipped to apply. The result is that commercial providers are often awarded these grants and their incentives are to build out service not to the most remote locations, but instead to the relatively densely populated rural areas leaving many still without coverage. As a result, the most remote locations may not only lack service but their opportunities for future provision are limited since the more densely populated neighboring regions, or those that may be important for making service feasible across the broader area, already have service. The result is that the most sparsely populated and least feasible regions are left without access. Even if providers opt out of providing service to denser rural regions, they may choose upgrades that improve low-speed service to existing clients. Even with such upgrades, however, it is possible that service is still slow compared to other regions, thus little is done to narrow service gaps.

FIG 6

FEDERAL COST OF IMPLEMENTATION OF ANALOGOUS INFRASTRUCTURE IN BILLIONS OF DOLLARS. INFLATION ADJUSTED FOR 2017

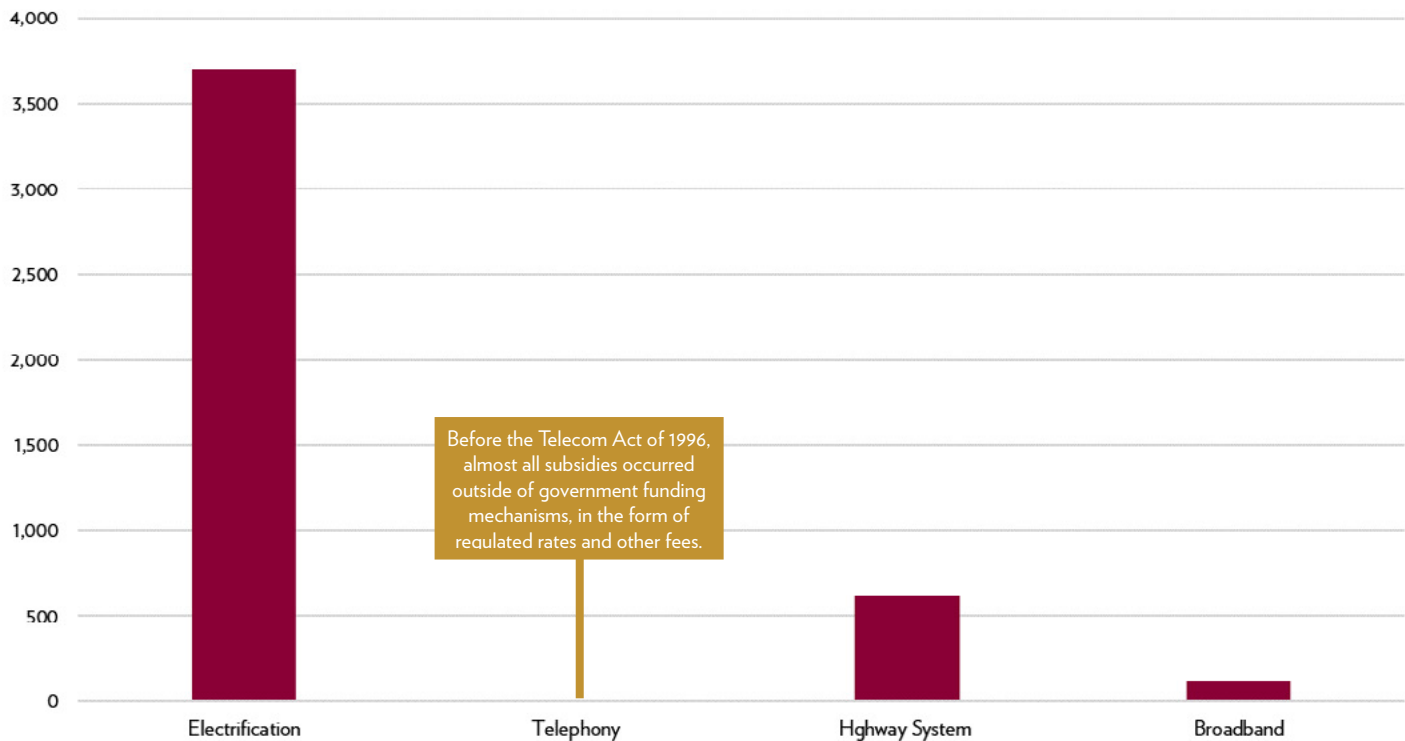


Figure reproduced from Low, S.A. "Rural Development: Perspectives from my Federal and State - Local Experiences," April, 6, 2019. Presidential Address. Southern Regional Science Association

While increased spending at the federal level may help expand access, we should consider the size of investment that may be required to have equitable access. While the recent federal investments are significant, a comparison to analogous infrastructure spending shows that broadband investment is modest. Figure 6 suggests that the federal cost of broadband is dwarfed by the cost of electrification. The cost of the highway system was at least several times more than what has been spent on broadband so far.

Finally, many states have legal barriers to municipal broadband. Municipal broadband is that which is owned or operated by a public entity and offers service within a particular jurisdiction. Municipal broadband is one potential strategy when commercial ISPs do not invest, often due

to the problem of high-cost/low-density. According to BroadbandNow, Wisconsin is one of 22 states with statutes that impose bureaucratic roadblocks to municipal broadband—often viewed as the result of telecom lobbying (Map 5)². Recent research shows that these types of barriers have a negative impact on broadband availability (Whitacre and Gallardo 2020). Interestingly, the number of states with these bureaucratic barriers has decreased in recent years as some states have sought to remove barriers to provision (Whitacre and Gallardo 2020).

Wisconsin does permit municipalities, as opposed to private companies or cooperatives, to run broadband utilities³. However, grandfather clauses notwithstanding⁴, the statutes impose administrative and economic barriers

² See, as examples:

Strauss, Daniel. (2018, July 31). Lobbyists and location stymie rural America's quest for broadband. *Washington Examiner*. Retrieved from <https://www.washingtonexaminer.com/business/lobbyists-and-location-stymie-rural-americas-quest-for-broadband>

Brodin, Jon. (2014, February 12). ISP lobby has already won limits on public broadband in 20 states. *Ars Technica*. Retrieved from <https://arstechnica.com/tech-policy/2014/02/isp-lobby-has-already-won-limits-on-public-broadband-in-20-states/>

Bader, Emily. (2011, November 11). How the Telecom Lobby is Killing Municipal Broadband. *Bloomberg*. Retrieved from <https://www.bloomberg.com/news/articles/2011-11-04/how-the-telecom-lobby-is-killing-municipal-broadband>.

³ Wis. Stat. 66.0422(2)

⁴ Wis. Stat. 66.0422(3)(3n)

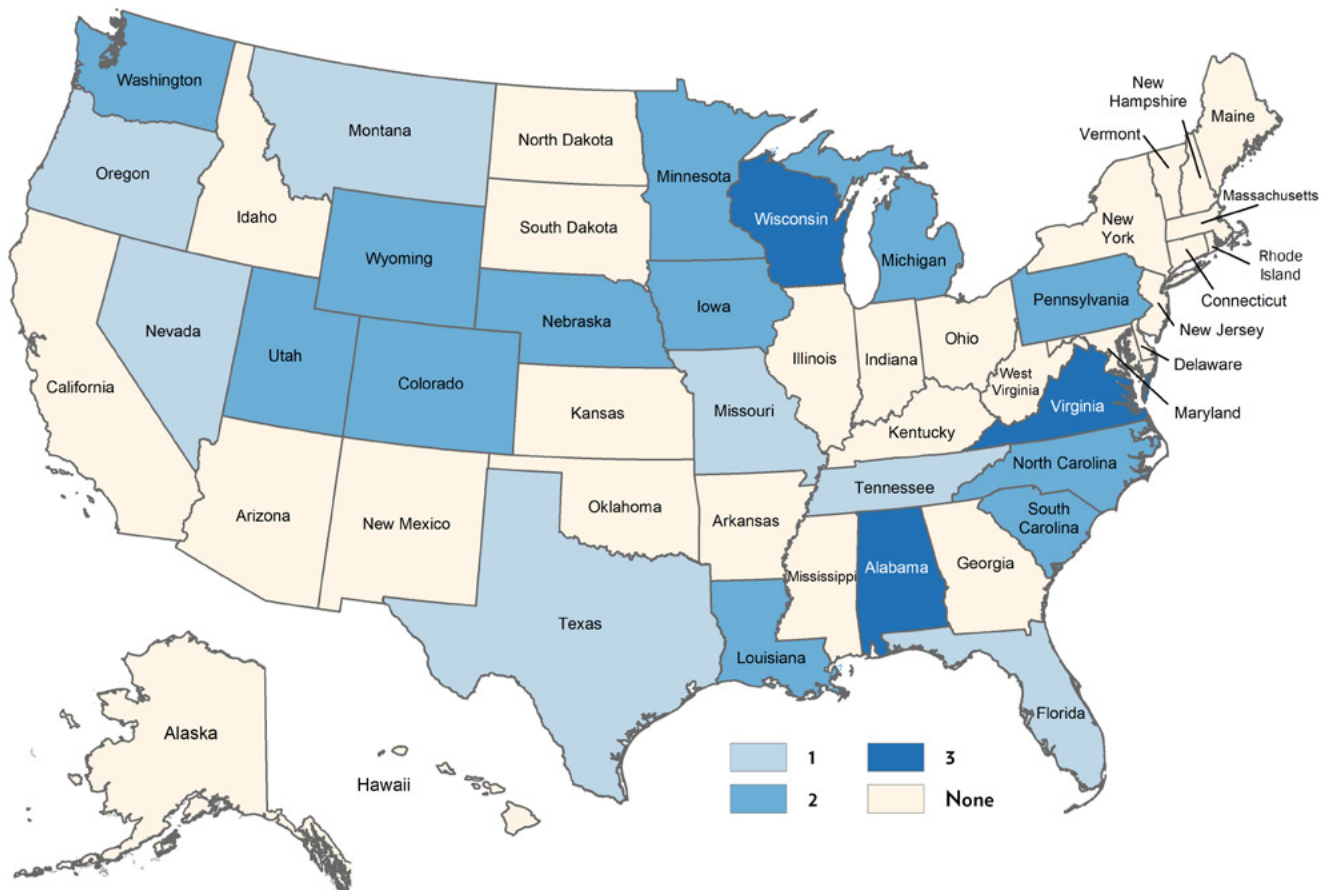
to municipalities doing so. Wisconsin is just one of three states with three identified barriers (funding barriers, competition barriers, and bureaucratic barriers) which make it functionally impossible for a municipality to build and provide broadband service to its citizens at a price its citizens can afford. For example, the statutes require onerous and expensive feasibility studies and long, drawn out public notice periods⁵. If the municipality undertakes a feasibility study, there are some considerations. First, the study may show that building and providing broadband to citizens is prohibitively expensive. Second, if it is feasible, the municipality's feasibility study and business plan are public record due to the public hearings, which can motivate a private company to enter the market and provide service before the municipality can finish the

process. Moreover, the exemptions to the feasibility study are a significant burden because they require that no other entity provide telecommunications service in the area, regardless of the quality, speed, or price of the service.

In the alternative, the municipality may ask private broadband providers, and only if they refuse, will the municipality be permitted to set up broadband services, but only within the boundaries of the municipality⁶. A third possibility is that municipalities may build a broadband service but not operate the service, and they may only do so if such service would not compete with any other service.⁷ In any event, even if the municipality manages to run this operational gauntlet, they may not subsidize the service and must provide it at a price to "exceed its total service long-run incremental cost."⁸

MAP 5

NUMBER OF STATE BARRIERS TO MUNICIPAL BROADBAND FUNDING, COMPETITION, AND BUREAUCRATIC BARRIERS



⁵ Wis. Stat. 66.0422(2)(a)(b)(c)

⁷ Wis. Stat. 66.0422(3m)

⁶ Wis. Stat. 66.0422(3d)

⁸ Wis. Stat. 196.204(2m)

RELATIONSHIPS TO ECONOMIC AND COMMUNITY WELL-BEING

Research has consistently found a strong positive relationship between internet access, particularly broadband, and economic growth and development. In a study of OECD countries, Czernich and colleagues (2011) found that a 10-percentage point increase in broadband penetration raised annual per capita growth by 0.9–1.5 percentage points. Koutroumpis (2009), also studying more advanced economies in Europe, found that density of internet connectivity not only increases growth in GDP but also increases what economists refer to as an agglomeration effect. In other words, increased density of broadband improved the comparative advantage of the economy, which reinforces economic growth. In a review of U.S. focused broadband studies, Holt and Jamison (2009) found consistent evidence that expanding access to the internet and broadband enhances economic growth.

Studies that focus on more rural areas within the U.S. find that access to broadband is important in attracting new businesses (Kim and Orazem 2017), fostering entrepreneurship (Alderete 2017; Conroy and Low 2020; Cumming and Johan 2010; Deller, Whitacre and Conroy 2019; Mack, Anselin and Grubestic 2011), enhancing farm profits (Kandilov, Kandilov, Liu and Renkow 2017) and even increasing the value of rural housing (Deller and Whitacre 2019). It is clear from the academic research that access to the internet and broadband in particular is no longer a luxury, but a necessary condition for regional economic growth and development.

In considering the economic impacts of broadband, we elected to construct a Broadband Index for each county in the U.S. that utilizes four primary access data points: the FCC share of population with access to broadband (25/3 Mbps), the ACS percent of households without access to internet, and, as indicators of poor access, the shares of households that use each satellite and cellular (smartphones) only for access to the internet (see Appendix). For our Broadband Index, higher values are associated with more access to the internet while lower values are associated with lower access. We then examine the relationship of this index to several regional conditions: population and employment growth, educational attainment and human capital, and health outcomes.

We first consider these relationships using a simple correlation analysis. The correlation analysis (depicted using scatter

plots) is useful in showing the relationships between access to broadband, community level growth and development, and overall well-being. Nonetheless, these relationships between broadband and community and economic development may be misleading. In particular, there may be other factors at play that are distorting our conclusions. Based on a wealth of prior research we also know that many of our measures of regional economic growth and development and community well-being are tied to population density and income, just as broadband seems to be. So, for example, it could be that the appearance of a relationship between broadband and a given measure of well-being is really based on an underlying relationship between income and well-being.

In other words, there exists a very real possibility that the focal indicators (employment, education, health) considered in the correlation analysis that appear to be driven by broadband are really driven by population density and/or income. That is, access to broadband and the internet is not really the causal factor, but rather a reflection of population density and income. To explore if this is indeed the case and prevent drawing incorrect conclusions about the economic impacts of broadband, we also use a more formal econometric analysis that explicitly controls for population density and income to better isolate the influence of broadband on key economic variables.⁹

BROADBAND INDEX

The Broadband Index simplifies the process of measuring access to broadband and internet by compiling four data points into one measure for each U.S. county. These data points are:

- The FCC share of population with access to broadband (25/3 MBPS)
- The ACS percent of households without access to internet
- The shares of households that use each satellite and cellular (smartphones) only for access to the internet

Higher Broadband Index values are associated with more access to the internet.

⁹ The results of this additional regression analysis are provided in the Appendix, where we report the standardized regression coefficients so that the magnitude of the estimated coefficients can be directly compared. Note that population density, measured by the percent of the county population that does not live in an “urban place” (i.e., any municipality for Census reporting purposes that has a population greater than 2,500 is defined as an “urban place”), is statistically meaningful in helping us understand five of the six community well-being measures—all but the college educated share of the population. More rural places tended to have lower growth rates in population and employment between 2010 and 2018, higher 3rd grade reading test scores, and better self-reported health outcomes. Median household income does help us understand patterns in all six of our measures of community well-being. Across all measures, higher median income is associated with better community outcomes: greater growth, higher levels of human capital, and better health conditions. A simple comparison of the relative sizes of the standardized regression coefficients implies that income has a stronger effect on community well-being than the degree of ruralness.

Population and Employment

Anecdotal, a lack of broadband can be a constraint on population and employment growth. As population growth and employment growth themselves are correlated, a lack of broadband could affect growth from several directions. If communities are attempting to attract new residents with the perspective that jobs follow people, new residents may be reluctant to move to particular regions of the state without broadband access. Similarly, when choosing between two otherwise similar communities, people may select to relocate to the one with more readily available broadband. In contrast, if communities are attempting to create new employment opportunities with the viewpoint that people follow jobs, it is possible that a lack of broadband could constrain job growth and deter new residents from moving into a community. In particular, businesses in rural communities without access to online markets, suppliers, and productive technologies are at a disadvantage that could result in lower levels of job growth.

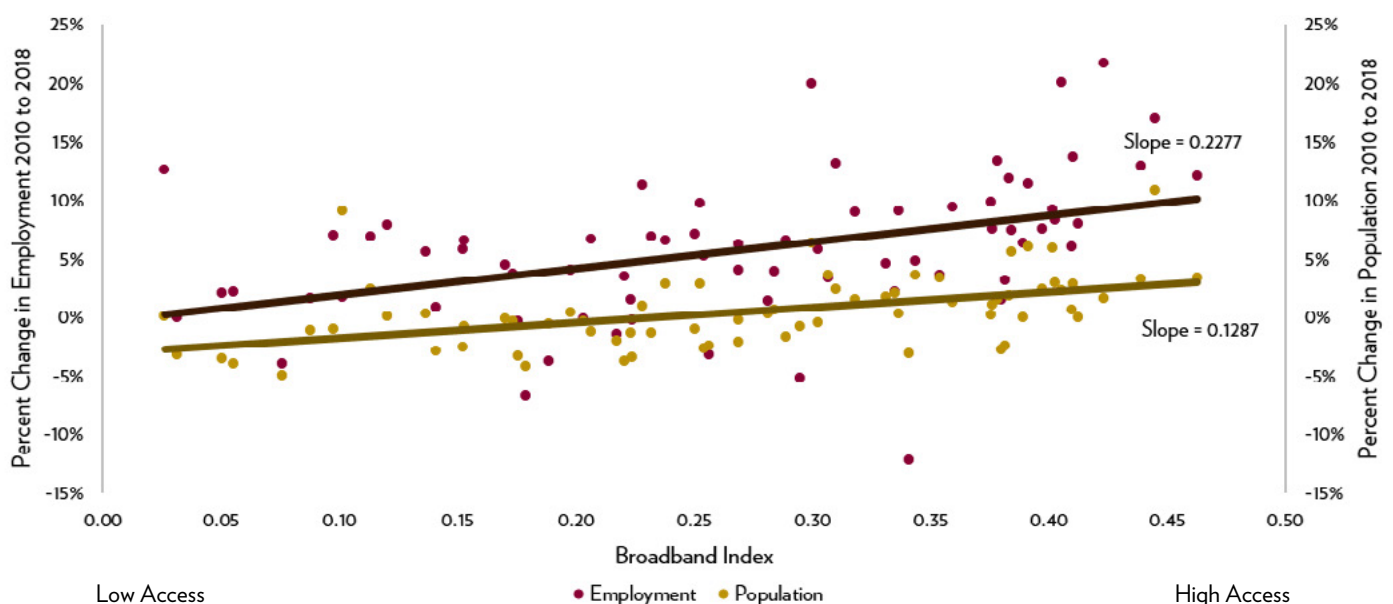
Consider how our Broadband Index measure is associated with growth in population and employment (Figure 7). Using data for all Wisconsin counties, a simple scatterplot of the percent change in population and employment from 2010 to 2018 reveals the expected positive relationships: counties with better access to the internet and broadband tended to experience greater population and employment growth. A mapping of all U.S. counties reveals a similar pattern (see Appendix).

The correlation analysis suggests that broadband has a positive impact on employment growth and population growth in Wisconsin. More rigorous econometric analysis, however, shows mixed results (see Appendix). It appears that, once we control for ruralness and income, as expected access to broadband is linked to higher rates of population growth—population growth is higher in counties with a higher value of the Broadband Index (more access). Broadband, however, has an inverse relationship to employment growth based on the model results.

Accordingly, the relationships in Figure 7 must be interpreted with caution and identifying the impact of broadband on employment and population growth for Wisconsin requires further investigation. Yet, anecdotal evidence, coupled with the work of Deller and Whitacre (2019) on the impact of broadband on rural housing prices, suggests that people are indeed revealing their preferences about access to the internet and broadband and are tending to avoid moving to regions without such services. Many rural communities across Wisconsin are attempting to promote boomerang migration where local youth are encouraged to go off to college, experience life in larger cities, then return to their home communities. Not having access to broadband has created a significant hurdle in trying to encourage local youth to return in adulthood. The strong relationship between our Broadband Index and population growth for Wisconsin (Figure 7 and Table A2) indeed supports the observational evidence widely heard across rural Wisconsin.

FIG 7

BROADBAND INDEX AND POPULATION & EMPLOYMENT GROWTH IN WISCONSIN COUNTIES



Education

Another way to assess the impact of broadband access is to examine county-level education outcomes across our Broadband Index. We first consider educational attainment. While there are numerous measures of educational attainment, for this analysis we use the percent of the population (age 25 and over) that has some college experience—this could be classes at local technical schools, colleges, or universities. This includes all people that have Associate's, Bachelor's and graduate degrees as well as those that attended some college but did not earn a degree. For Wisconsin counties (Figure 8), as for the country as a whole, there is a strong relationship: counties that have greater access to the internet and broadband tend to have a higher level of educational attainment.¹⁰

If we combine the strong evidence on broadband and educational attainment, and complement these observations with the aforementioned anecdotal evidence about broadband availability and population growth from across Wisconsin, it suggests that the lack of adequate access to the internet and broadband in rural Wisconsin is a factor contributing to rural brain drain. As more formally educated individuals are already highly concentrated in large metro areas, and metro areas have disproportionately higher levels of broadband speed and availability, a lack of adequate access in rural areas is creating a barrier for rural brain gain, at a minimum.

Furthermore, educational and professional development opportunities, whether formal or informal, increasingly depend on access to the internet and broadband. These opportunities could include formal online classes (distance education), professional development seminars and online workshops, or self-motivated desires to learn something new or different. Indeed, businesses that invest in new technologies or pieces of equipment are finding that access to broadband is necessary as more vendors move documentation to online only formats.

Educational attainment is only one way to measure how access to the internet and broadband impacts the development of human capital within the community. With the closure of Wisconsin schools due to COVID-19, all classroom learning moved online during the 2020 spring semester. While educators are currently discussing the effectiveness of such a learning format for K-12 students, particularly elementary school students, access to affordable broadband is required to

equitably offer this online learning alternative. Teachers and parents are discovering numerous learning opportunities that are available online beyond resources made available by the student's school. But again, access to affordable broadband is necessary. The push for online learning motivates the question of a link between broadband access and student outcomes in the form of testing scores.

To explore this question, we use two sets of testing data: 3rd grade reading testing scores and ACT scores for Wisconsin high school students. The 3rd grade test scores come from the Stanford Education Data Archive program and are interpreted as the average reading capacity relative to the class expectations. For example, a score of 3.5 indicates that 3rd graders are performing half a grade level better than expected for 3rd graders. Because these data are available at the county level, we match it to our Broadband Index to be consistent with the rest of the analysis presented in this section of the report. Due to data limitations, rather than use our Broadband Index with ACT scores, we use American Community Survey data on the percent of the population that self-reported having access to broadband at the school district level. We then combine broadband access with average ACT test scores at the school district level.

Third grade reading test scores compared to the Broadband Index is provided in Figure 9 for Wisconsin counties and ACT scores compared to access to broadband is provided in Figure 10 for Wisconsin school districts. In each of the scatter plots, there is a positive relationship between access to broadband and academic outcomes but it is especially so for ACT scores. Students, both upperclassmen in high school (i.e., juniors and seniors) and 3rd graders, in places where households have access to the internet and broadband perform better on these two tests than students in places that lack access.¹¹

This simple finding has several implications for the economic well-being of Wisconsin residents. First, students that lack access to the internet and broadband are at a disadvantage in terms of investing in their own human capital, which limits future economic prospects. Second, from a larger regional economic perspective, poorer educational outcomes can lead to a less desirable labor pool in the future as students age into the workforce. As a long-term consequence, this may hinder the viability of businesses located in areas with limited internet and broadband. Third, potential boomerang migrants will be less likely to return to communities that do

¹⁰The pattern for all U.S. counties is similar (see Appendix). Complementary analysis using different measures of educational attainment found similar patterns: low levels of access to the internet and broadband tend to be associated with lower levels of educational attainment.

¹¹The relationship between our Broadband Index and 3rd Grade Reading Scores also holds using all U.S. counties (see Appendix).

not have adequate educational resources for their children. In a series of studies exploring boomerang migrants to rural communities, von Reichert, Cromartie, and Arthun (2011, 2014a, 2014b) found the quality of schools and educational opportunities for their children to be primary determinants of whether or not adults who had moved away when they were young relocated their families from urban areas back to their rural origins. Again, lack of adequate internet and broadband access creates a bottleneck limiting the ability for communities to benefit from brain gain through boomerang migration.

When considering the correlation between broadband and human capital, it appears that higher levels of broadband access are connected to improved educational outcomes. However, broadband may simply be capturing the impact of income and density on education. It could be that it is not so much broadband that is linked to higher education, but rather to higher income and more urban populations (which also tend to have broadband access) and this mediated relationship is driving correlations. Nonetheless, even after controlling for population density (or ruralness) and income in the more rigorous econometric analysis (see Appendix), the simple findings from the correlation analysis in Figures 8, 9, and 10 are reaffirmed as a lack of broadband places downward pressure on human capital. More specifically, we find that broadband and internet access are more important to the human capital outcomes considered here than the degree of rurality, but less so than income levels.

FIG 8

**BROADBAND INDEX AND EDUCATIONAL ATTAINMENT
IN WISCONSIN COUNTIES**
PERCENT OF POPULATION (AGE 25+) WITH AT LEAST SOME COLLEGE

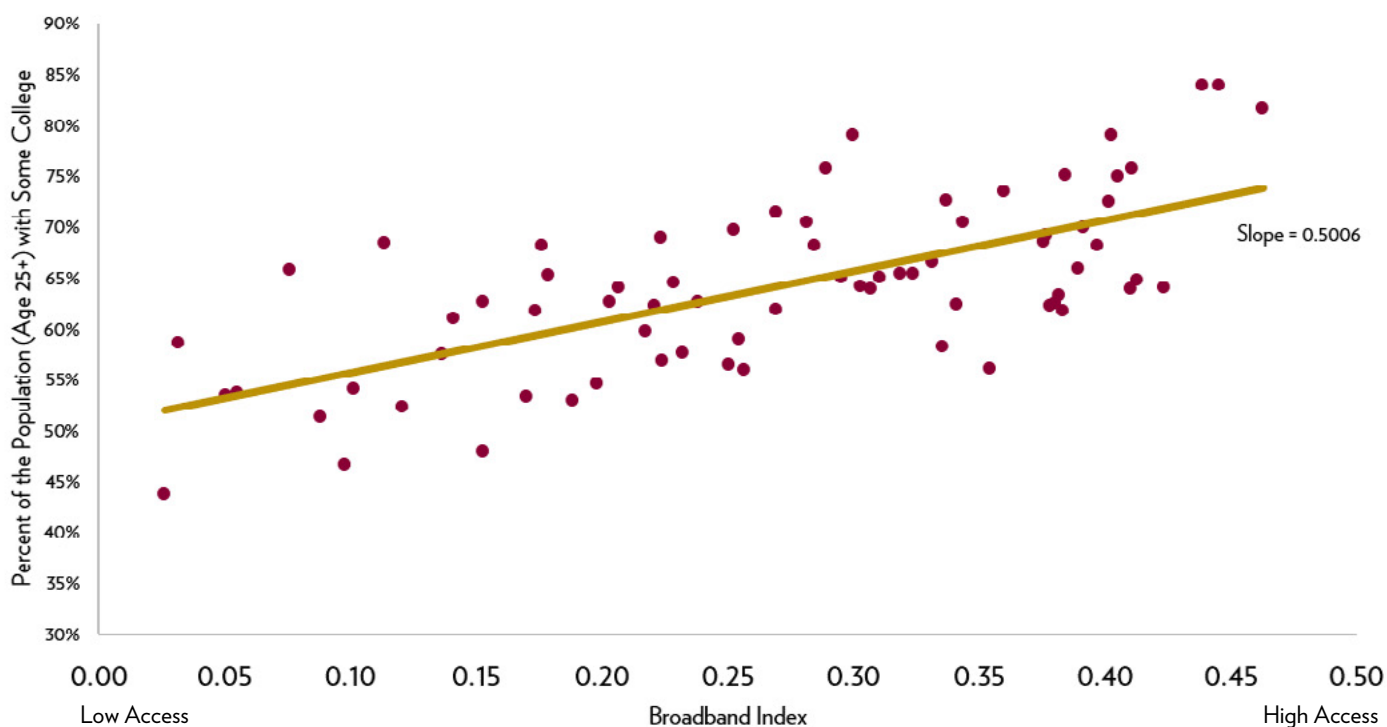


FIG 9

BROADBAND INDEX AND 3RD GRADE READING SCORES IN WISCONSIN COUNTIES

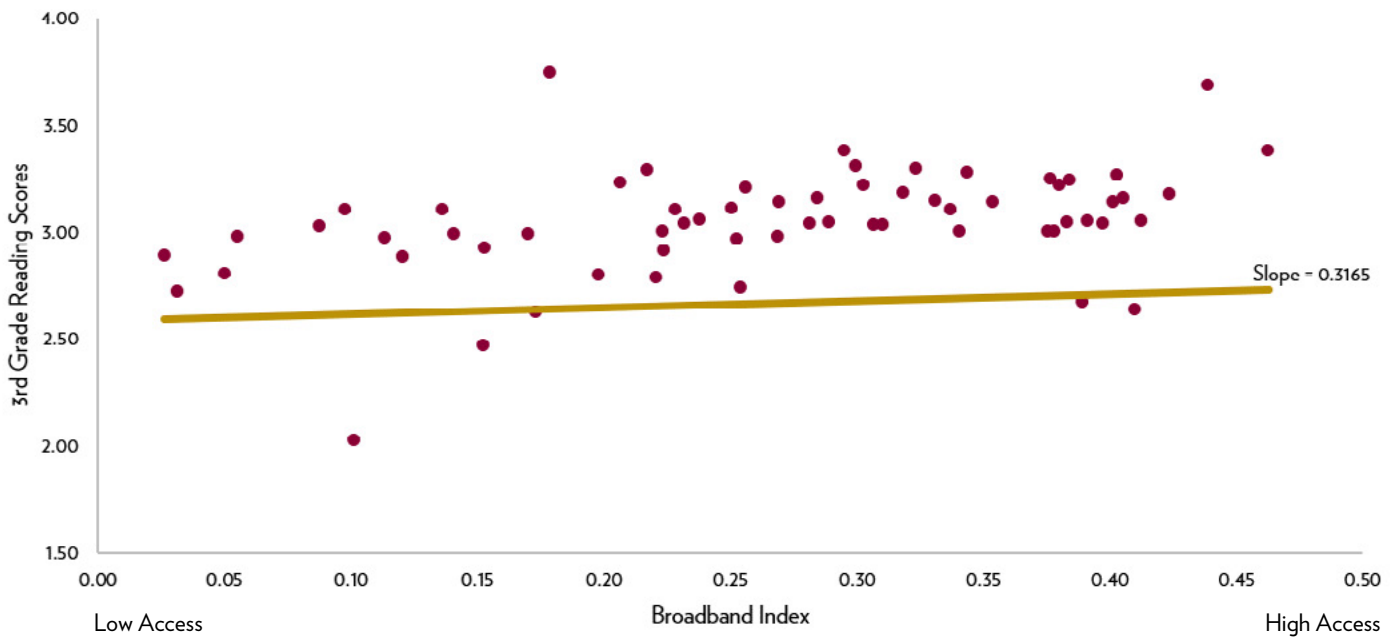
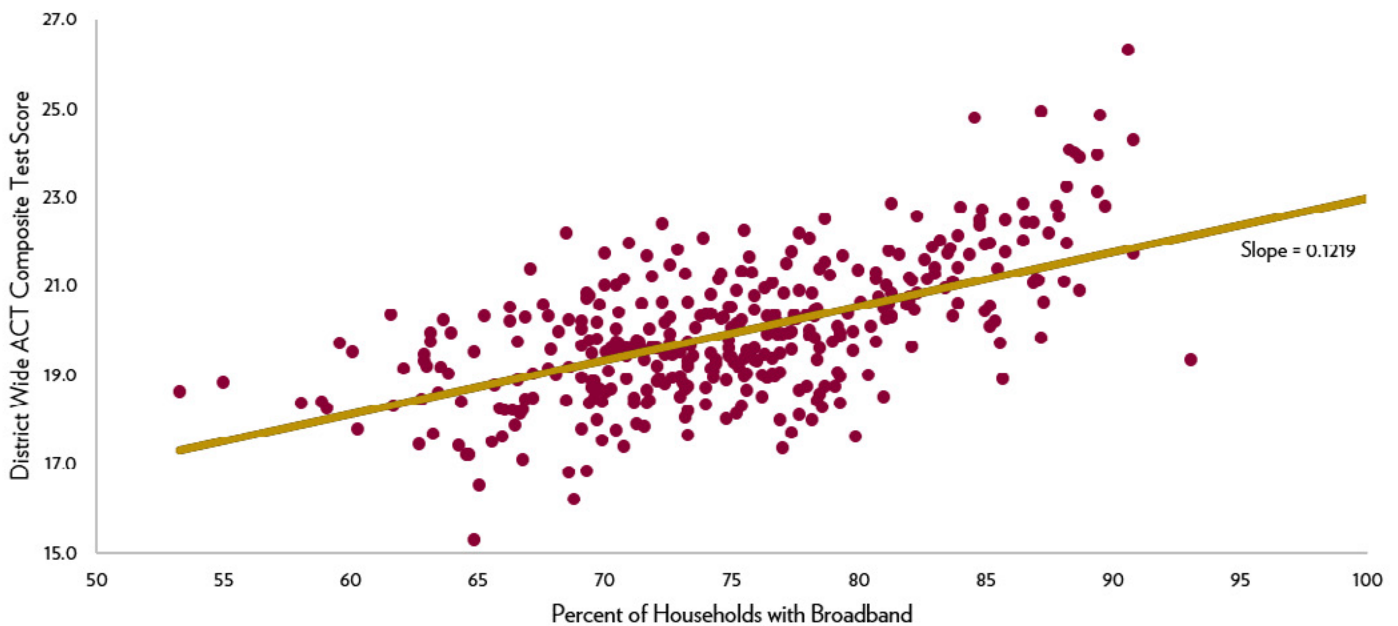


FIG 10

BROADBAND INDEX AND ACT COMPOSITE TEST SCORES (ALL STUDENTS) IN WISCONSIN SCHOOL DISTRICTS



Health Outcomes

The final relationship we consider is the connection of broadband to community well-being in terms of health outcomes. The link between broadband and health care is often considered through the lens of telehealth where patients can access medical health practitioners through web conferencing (e.g., Jennett 2003). Increasingly, practitioners can conduct in-house visits and access necessary technologies through the internet. These connections, however, require broadband level speeds and consistent connection quality. Health outcomes can also increase through access to health care information such as internet-based counseling, coaching, and educational materials. The potentially growing link between broadband and health outcomes is a growing concern for many communities that lack access to the internet and broadband as it is widely accepted that individual health has both direct and indirect impacts on labor productivity and, hence, the economy (Deller 2020).

To explore the relationship between access to broadband and health outcomes, we use data collected by the University of Wisconsin-Madison Population Health Institute and reported in the County Health Rankings.

While the [County Health Rankings](#) contain several measures of health, for this simple analysis we use the percentage of adults self-reporting fair or poor health (age-adjusted), as well as the average number of mentally unhealthy days reported in the past 30 days (age-adjusted). We again conduct a simple correlation analysis (scatter plots) using all Wisconsin counties.¹²

The data support the notion that a lack of access to the internet and broadband could be associated with higher levels of fair to poor health and a higher number of poor mental health days (Figures 11 and 12) as counties that have more limited access to the internet and broadband tend to have poorer health outcomes. These correlations could be explained by other factors. For instance, lower income households tend to have poorer health outcomes and lesser access to broadband. We also know that individuals with higher levels of education tend to have better health outcomes, but also tend to concentrate in areas with higher levels of broadband access. However, the results of the expanded regression analysis in the Appendix also reaffirms the findings that lesser access to the internet and broadband is linked to poorer health outcomes, even after controlling for these other factors.

“...a lack of access to the internet and broadband could be associated with higher levels of fair to poor health and a higher number of poor mental health days...”

¹² We also ran correlations for all available U.S. counties and find patterns consistent with the Wisconsin results (see Appendix).

FIG 11

BROADBAND INDEX AND PERCENT OF THE POPULATION REPORTING POOR OR FAIR HEALTH IN WISCONSIN COUNTIES

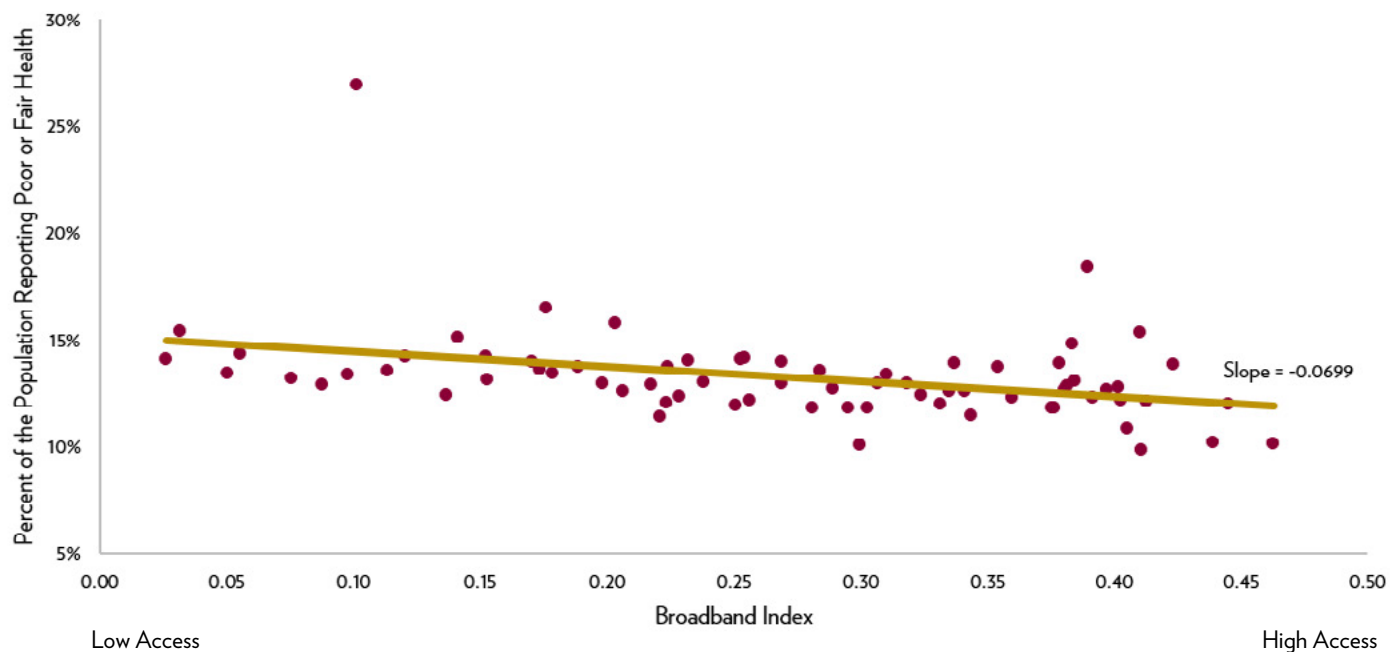
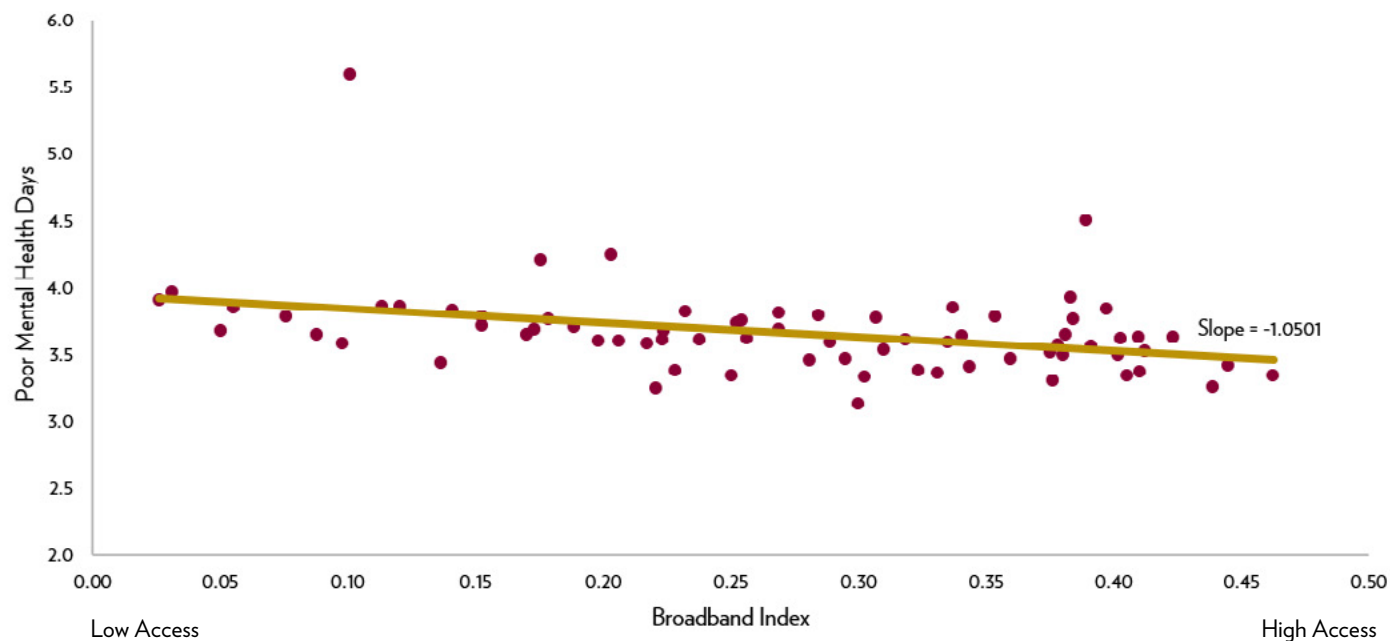


FIG 12

BROADBAND INDEX AND POOR MENTAL HEALTH DAYS IN WISCONSIN COUNTIES



Broadband Access in Regional Development & Community Well-Being

In summary, the results of our analysis suggest several relevant findings that connect broadband access to regional development and community well-being:

- After controlling for ruralness and income, access to broadband is not statistically linked to population growth, but is somewhat weakly linked to higher rates of employment growth. Given these results, the impact of broadband on employment and population growth for Wisconsin should be further explored.
- A lack of broadband places downward pressure on human capital. We specifically find that broadband and internet access are more important to human capital outcomes than the degree of ruralness, but less so than income levels.
- Our analysis finds that lesser access to the internet and broadband is linked to poorer health outcomes. However, broadband and internet access is not as important to health outcomes as either the degree of ruralness or income levels.

Other than the mixed results on population and employment growth, our analysis reaffirms most of the academic literature: access to the internet and broadband has a positive impact on the well-being of individual residents and the overall community. Communities, as well as individuals, that have no or limited access to the internet and broadband are at a disadvantage when compared to those that have high levels of access. Today, access to quality broadband internet at a reasonable price has become necessary for local communities to compete in the modern economy.

Importantly, the results of our analyses are based on data collected before the COVID-19 pandemic, and the rise of COVID-19 may have further implications on broadband availability, economic development, and community well-being. For instance, we would expect that the relationship with poor mental health days would increase during this period of COVID-19 isolation as the internet has become the primary means for which people remain connected to friends and

non-immediate family members. The inability to Facetime, Skype, or Zoom with friends and family while isolated can lead to higher rates of mental stress. Such stress can, in turn, compound other health issues.

Many school districts will continue to offer distance learning until case counts drop or other means of controlling COVID-19 are widely available. As students continue to learn from home, will a lack of adequate broadband have a greater impact on human capital than is already apparent? Furthermore, numerous employees continue to work at home due to COVID-19, with some employers suggesting that telecommuting may remain a permanent or expanded option. In response, there are anecdotes about urban residents seeking exurban or rural housing options with adequate broadband. Are these potential preferences permanent, and, if so, could the relationship between broadband access and population growth change? Regardless, COVID-19 has emphasized (and will continue to do so) the importance of broadband to regional economic and community development.

WHERE DO WE GO FROM HERE?

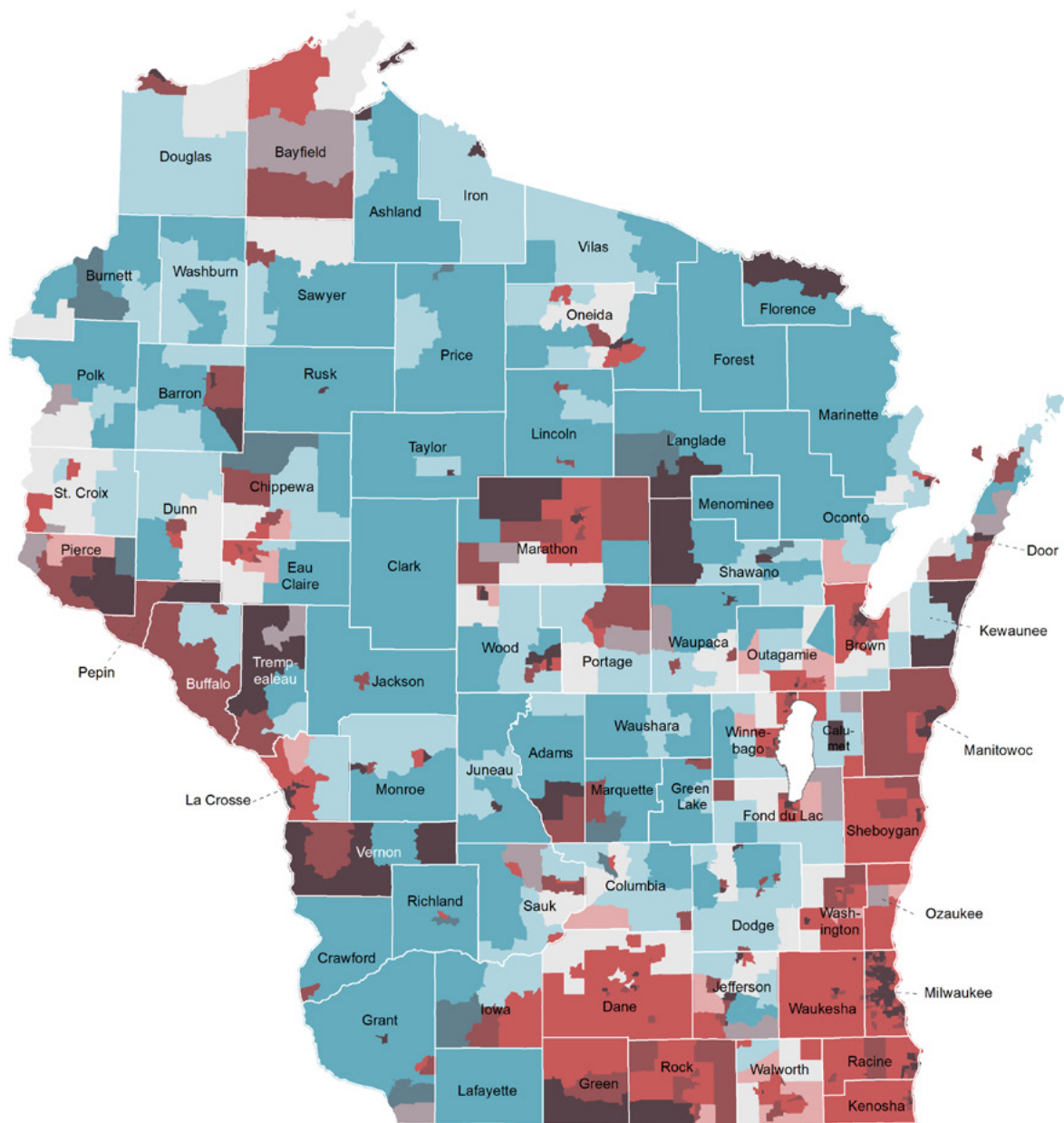
There are significant pockets of Wisconsin where broadband internet is simply unavailable or insufficient. This lack of access is a combination of both the lack of physical infrastructure as well as cost barriers for lower income individuals and households. That is, infrastructure alone will not solve broadband internet access problems. From an economic growth and development position, access to high-speed, reliable, and inexpensive broadband has become a necessary condition. Broadband is no longer a luxury. Communities across Wisconsin are aware of this and are working diligently to address local shortcomings to broadband access.

There are federal and statewide strategies and policies that could encourage broadband access. However, communities, regions and the State of Wisconsin will need to consider and implement effective strategies that also reflect local conditions. Consider the distribution of Wisconsin residents with access to broadband based on the FCC Form 477 data vs. households reporting no internet access (Map 6):

- Many households in census tracts with below average access to broadband according to the FCC data also report higher than average levels without internet access. Most of these tracts (in **bright teal**) are in rural areas and likely reflect a lack of sufficient infrastructure. Accordingly, these areas may want to prioritize strategies and policies that encourage the development of physical resources needed to provide access.
- There are also census tracts (in **bright red**) that have high levels of reported broadband availability from the FCC data, but also have a higher than average percent of households without internet. These are often found in lower income areas, such as many census tracts in the City of Milwaukee, in the City of Madison, and in Racine and Brown Counties. These areas may need to consider policies that make broadband more affordable.
- Many areas may need to consider policies that make broadband more affordable but also make broadband infrastructure more available.
- There are also census tracts in which FCC data do not accurately depict broadband availability. These tracts have high levels of reported broadband availability, but also have a higher than average percent of households without internet that may not reflect income levels. For instance, officials in Marathon County report that many rural areas do not have access to broadband despite the FCC data suggesting otherwise. Conditions in these census tracts may echo the concerns of many broadband grant applicants—that the FCC data does not accurately depict broadband availability. These census tracts could benefit from policies that improve broadband data or create alternate means of showing need.
- Finally, there are also census tracts that suggest high levels of broadband availability and a high share of households without internet in areas that could be affected by a lack of broadband adoption by households. These areas and households could choose to implement outreach and education strategies that note the benefits of broadband and encourage its use to help increase take rates.

There are many examples of policies and strategies that encourage the expansion of broadband, such as grants for investment in broadband infrastructure, the creation of Broadband Offices in state government (such as the Wisconsin Broadband Office in the Public Service Commission), and removing barriers to enacting broadband service. There are also numerous case studies from communities and institutions across the nation that show unique and effective examples of local broadband development. These policies and case studies are further outlined in the companion policy piece to this report.

SHARE OF POPULATION WITH ACCESS TO BROADBAND VS. SHARE OF HOUSEHOLDS WITHOUT INTERNET BY WISCONSIN CENSUS TRACT



Less than 90.0% 90.0% to 94.9% 95.0% or More
Population with Access to Broadband (25/3 Mbps)

20.0% or More
15.0% to 19.9%
Less than 15.0%
Households without Internet Access

Share of Population with Access to Broadband (FCC Form 477):

State of Wisconsin: 92.3%
United States: 94.8%

Share of Households without Internet Access (ACS):

State of Wisconsin: 15.8%
United States: 15.8%

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APPENDIX

A.1. Broadband Index

We build this index using the statistical method commonly referred to as principal component analysis. Here, one estimates a matrix of correlation coefficients (or a covariance matrix) and uses those correlations to build a weighting scheme to aggregate the individual measures into one index. Suppose that one individual variable is highly correlated with the other variables of interest; that highly correlated variable will receive a higher weight and contribute more to the final index. Suppose another variable is less correlated with the other variables; this variable will have a smaller weight and contribute less to the final index. The final weighting scheme for our Broadband Index is provided in Table A1.

Because the three measures from the American Community Survey (ACS) are associated with lower levels of internet access, they tend to move together in the same direction, whereas the FCC measure of broadband access (25/3 Mbps) moves in the opposite direction, which is as expected. The absolute values of the individual weights range from 0.4597 to 0.5660 which means that no one individual measure dominates the overall Broadband Index. The overall index explains 50.5 percent of the variation in all four measures. The elements of

the measures that are not explained by the Broadband Index are likely attributed to population densities and income.

A simple mapping of our Broadband Index (Map A1) reveals a geographic pattern that is largely consistent with the mapping of 25/3 Mbps (Map 1) and percent of the population reporting no internet access (Map 3). Again, the Deep South states of Louisiana, Mississippi, and Alabama, along with Arkansas, tend to have high Broadband Index values (high levels of access), along with pockets of the western U.S. The Northwoods of the upper Midwest is again identified as having limited access along with parts of western Wisconsin within the Driftless region. Comparing the averages of our Broadband Index across the rural-urban spectrum again reveals that, the more rural the area, the lower the quality of access to the internet and broadband (Figure A1). This result, coupled with these geographic consistencies, lends a level of confidence to our overall observations. Specifically, access to the internet and broadband is limited in many parts of Wisconsin. While there are other parts of the U.S. that have poorer access issues than Wisconsin, there remains room for improvement.

TABLE A1

BROADBAND INDEX WEIGHTS

Variable	Eigenvectors (“Weights”)
Satellite (ACS)	-0.4959
Cellular Data Only (ACS)	-0.4715
No Internet (ACS)	-0.4597
Access to 25/3 MBPS (FCC)	0.5660
Variance Explained	0.5046

MAP A1

BROADBAND INDEX BY U.S. COUNTY

HIGHER VALUES ARE ASSOCIATED WITH HIGHER QUALITY INTERNET

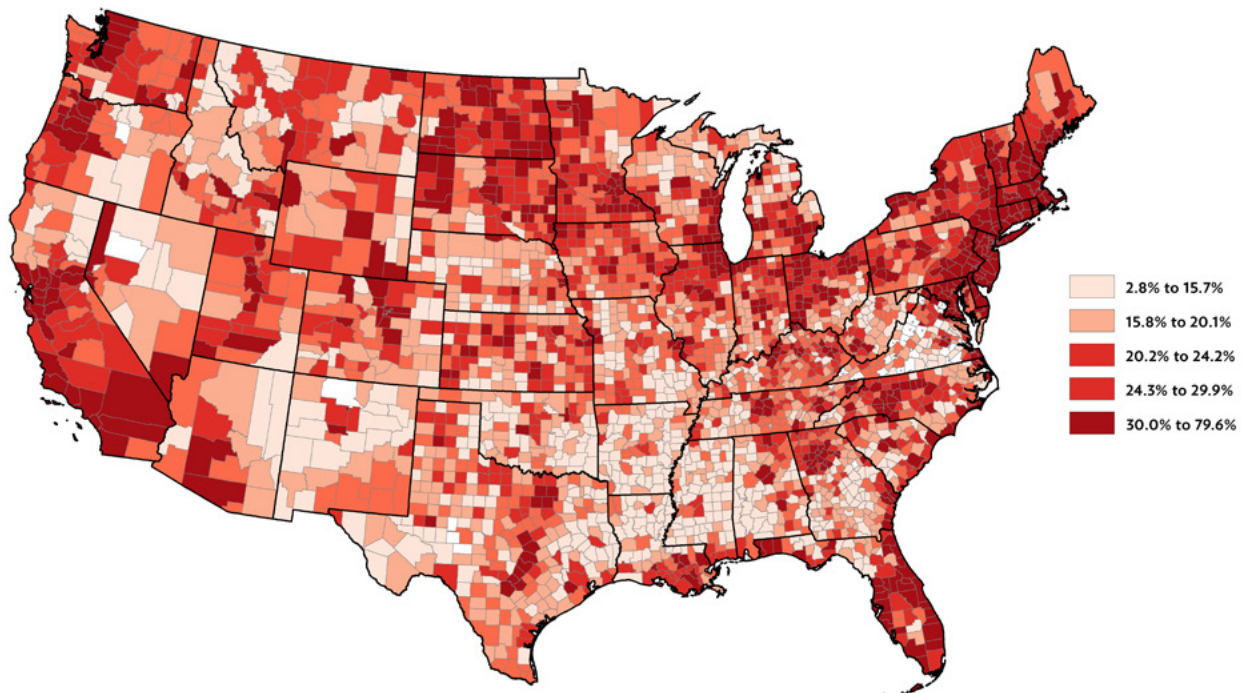
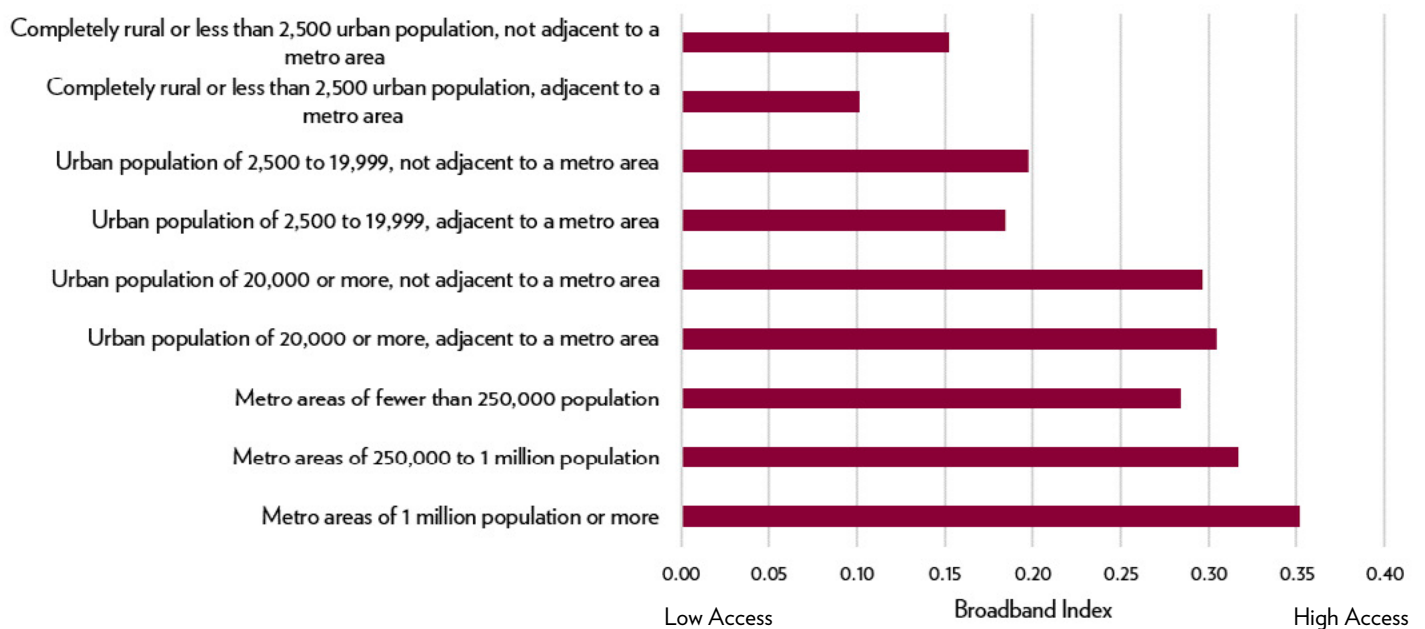


FIG A1

BROADBAND INDEX

HIGHER VALUES ARE ASSOCIATED WITH HIGHER QUALITY INTERNET



A.2. Statistical Modeling

As noted in the analysis, there are strong relationships between both the ruralness and income of a county and the availability of broadband services. Counties that are rural and/or have lower incomes also have lower access to broadband. Could it be that what is driving the patterns between different measures of community well-being and broadband, discussed at length in prior sections of this study, is really a relationship of ruralness and income? In other words, the pattern that is observed is not being driven by access to broadband, but rather ruralness and income. To test if this is the case, we move the analysis beyond simple scatterplots and correlations to multivariate regression analysis. Here, we reestimate the correlation but control for ruralness and income. If these two control variables are driving the patterns observed, then our measure of broadband would become insignificant. We undertake this analysis using all U.S. counties and report the results in Table A2.

We find that, in each measure of community well-being, access to quality broadband remains an important characteristic. While ruralness and income of the county influences five of the six measures of community well-being (ruralness and percent of the population with some college is statistically insignificant) in ways that are expected, broadband is also an important predictor. Higher levels of broadband access, as measured by our Broadband Index, is linked to faster population growth, higher educational attainment, and better health outcomes. There is, however, a negative association with employment growth. This latter result is somewhat unexpected but the relatively small size of the estimated coefficient suggests that the impact is modest. Given this additional analysis, we are confident in our interpretations of the simpler scatterplot and correlation analysis.

TABLE A2

BROADBAND AND COMMUNITY OUTCOMES CONTROLLING FOR POPULATION DENSITY AND INCOME

Standardized Regression Coefficients	Percent of the Population Rural	Median Household Income	Broadband Index	R ²
Growth Rate in Population 2010 to 2018	0.4456 *** (0.0001)	-0.1825 *** (0.0001)	0.0445 ** (0.0351)	0.3219
Growth Rate in Employment 2010 to 2018	0.3779 *** (0.0001)	-0.1118 *** (0.0001)	-0.0890 ** (0.0002)	0.1510
Percent of Population (25+) with Some College	0.4818 (0.3112)	-0.0437 ** (0.0016)	0.2412 *** (0.0001)	0.4328
3rd Grade Reading Tests	0.4070 *** (0.0001)	0.2148 *** (0.0001)	0.2386 *** (0.0001)	0.2454
Percent of the Population Reporting Poor or Fair Health	-0.6702 *** (0.0001)	-0.2924 *** (0.0001)	-0.2435 *** (0.0001)	0.5343
Poor Mental Health Days	-0.5924 *** (0.0001)	-0.2067 *** (0.0001)	-0.1661 *** (0.0001)	0.3911

A.3. Additional Figures

FIG A2

PERCENT OF POPULATION WITH ACCESS TO BROADBAND ACROSS WISCONSIN RURAL-URBAN CONTINUUM

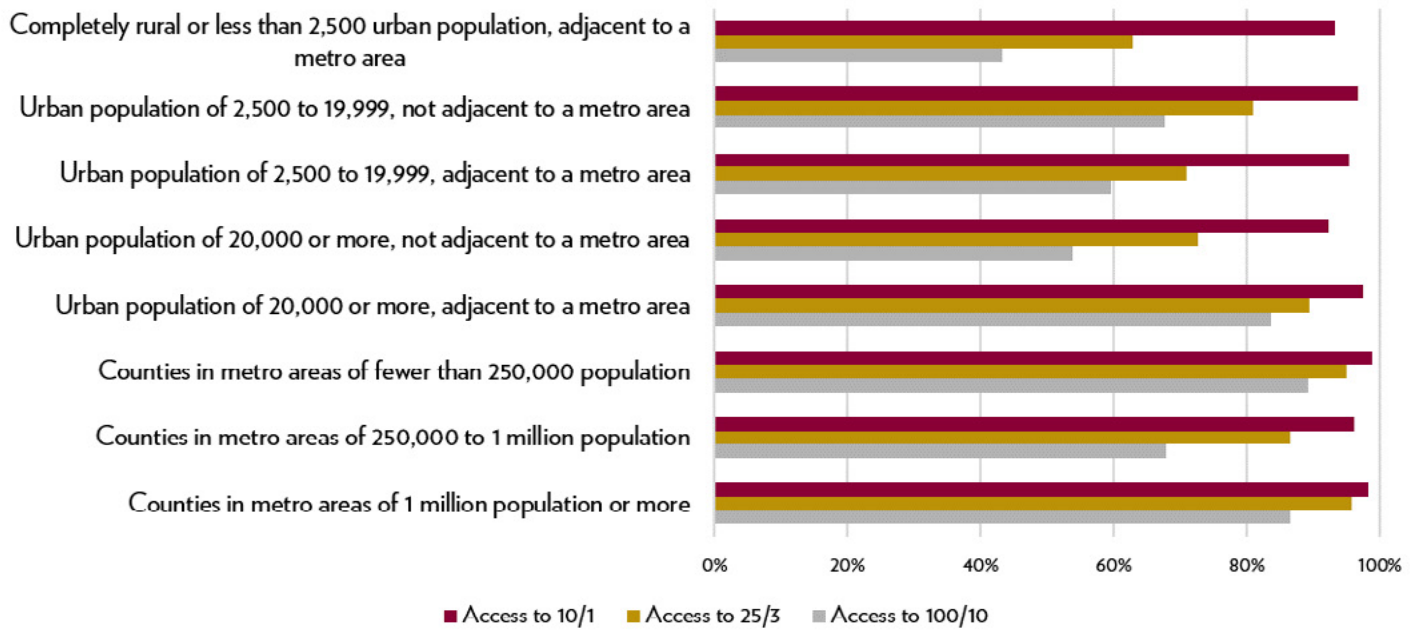


FIG A3

PERCENT OF POPULATION WITH NO ACCESS TO THE INTERNET BY HOUSEHOLD INCOME ACROSS WISCONSIN RURAL-URBAN CONTINUUM

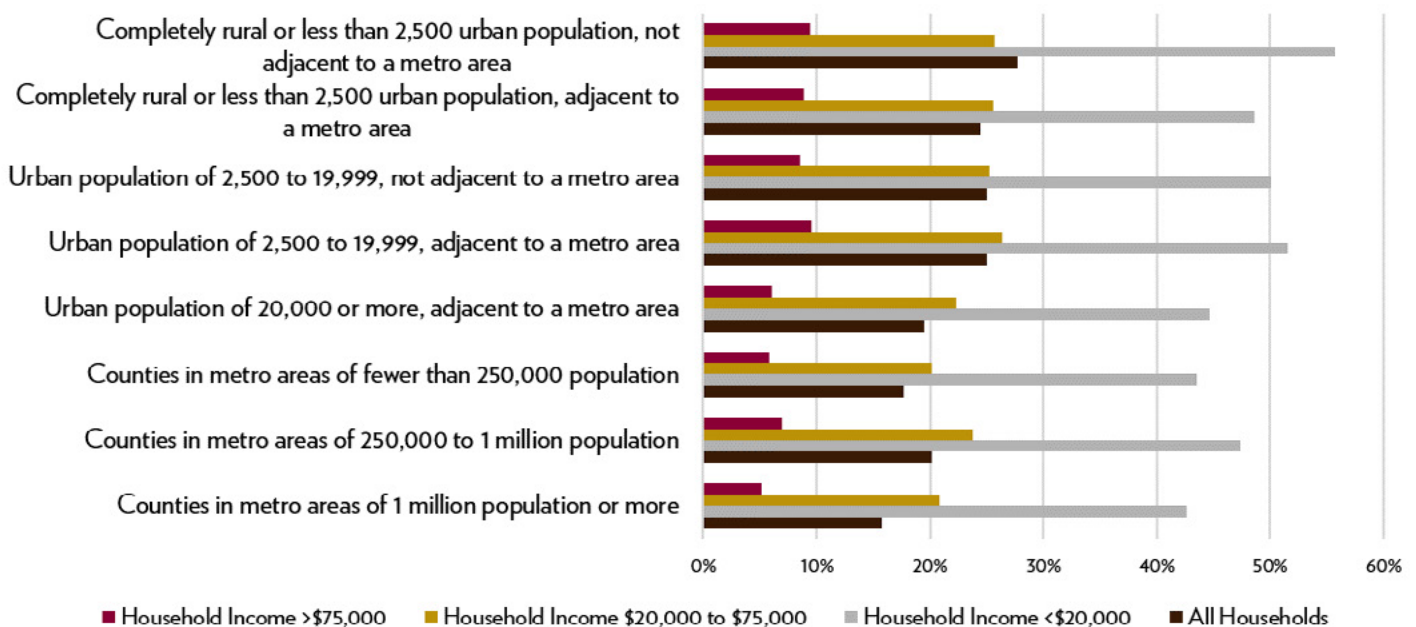


FIG A4

BROADBAND INDEX AND EMPLOYMENT GROWTH RATE 2010-2018 U.S. COUNTIES

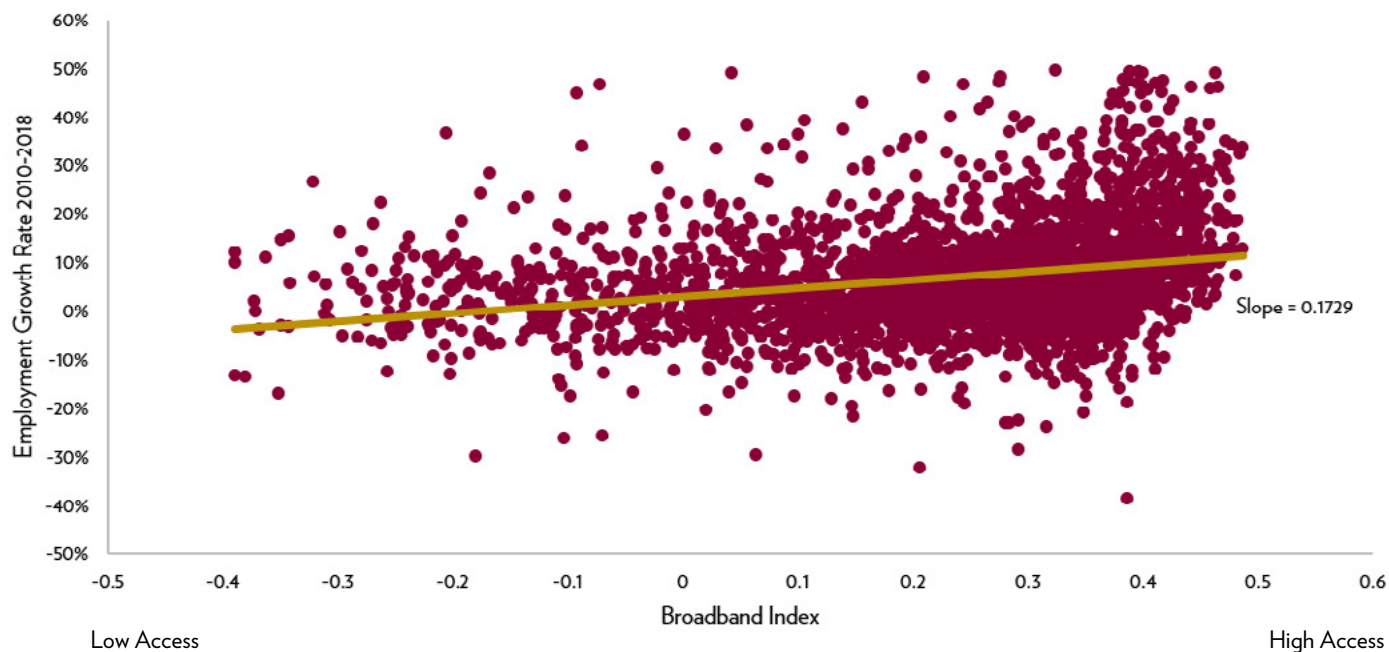


FIG A5

BROADBAND INDEX AND POPULATION GROWTH RATE 2010-2018 IN U.S. COUNTIES

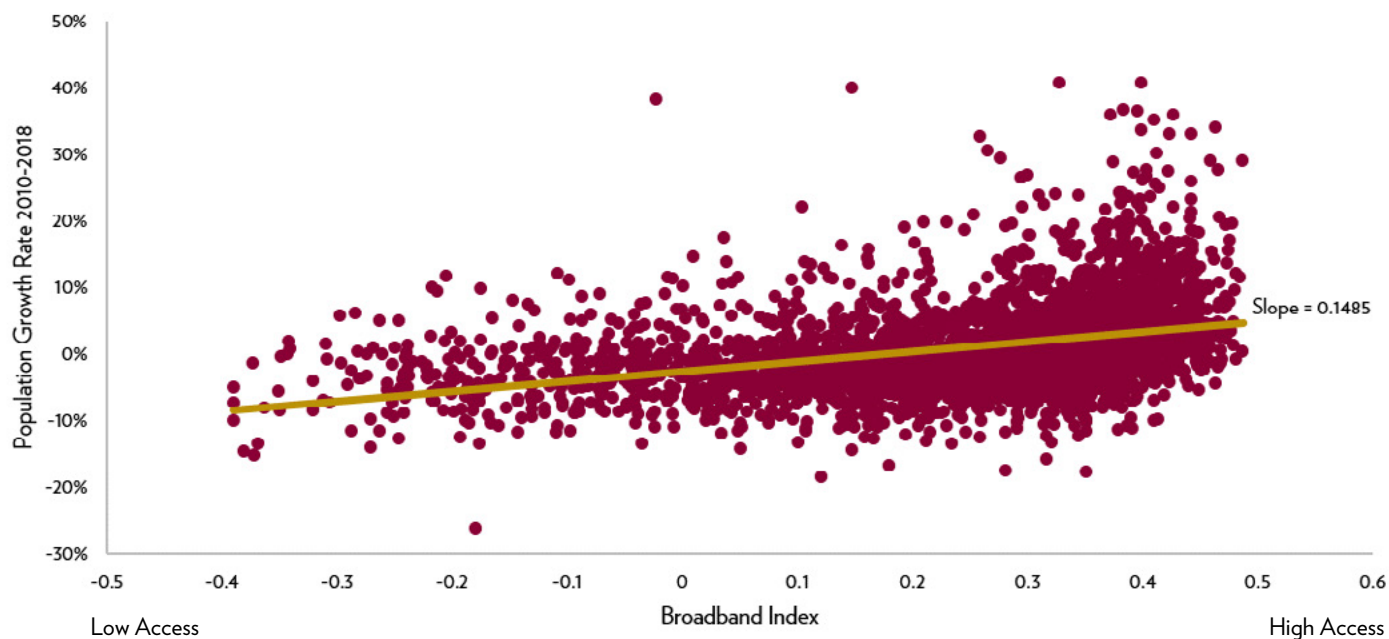


FIG A6

BROADBAND INDEX AND HIGHER EDUCATION ATTAINMENT IN U.S. COUNTIES

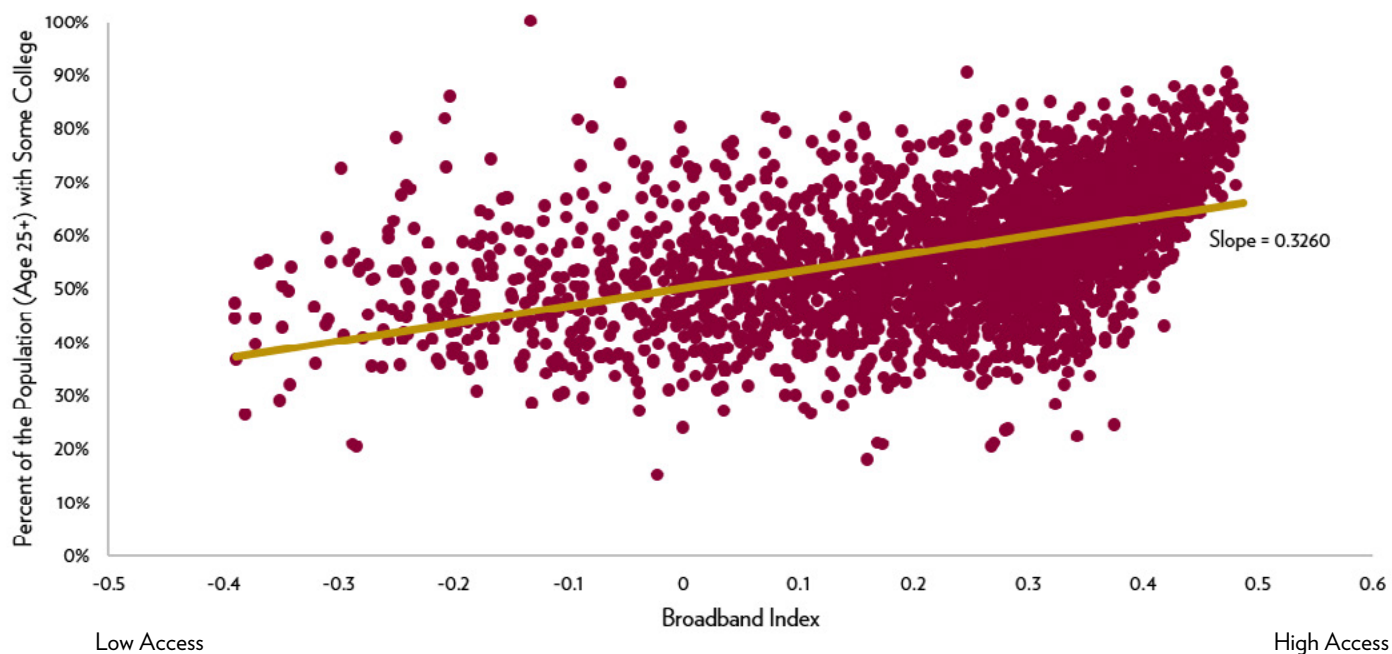


FIG A7

BROADBAND INDEX AND 3RD GRADE READING SCORES IN U.S. COUNTIES

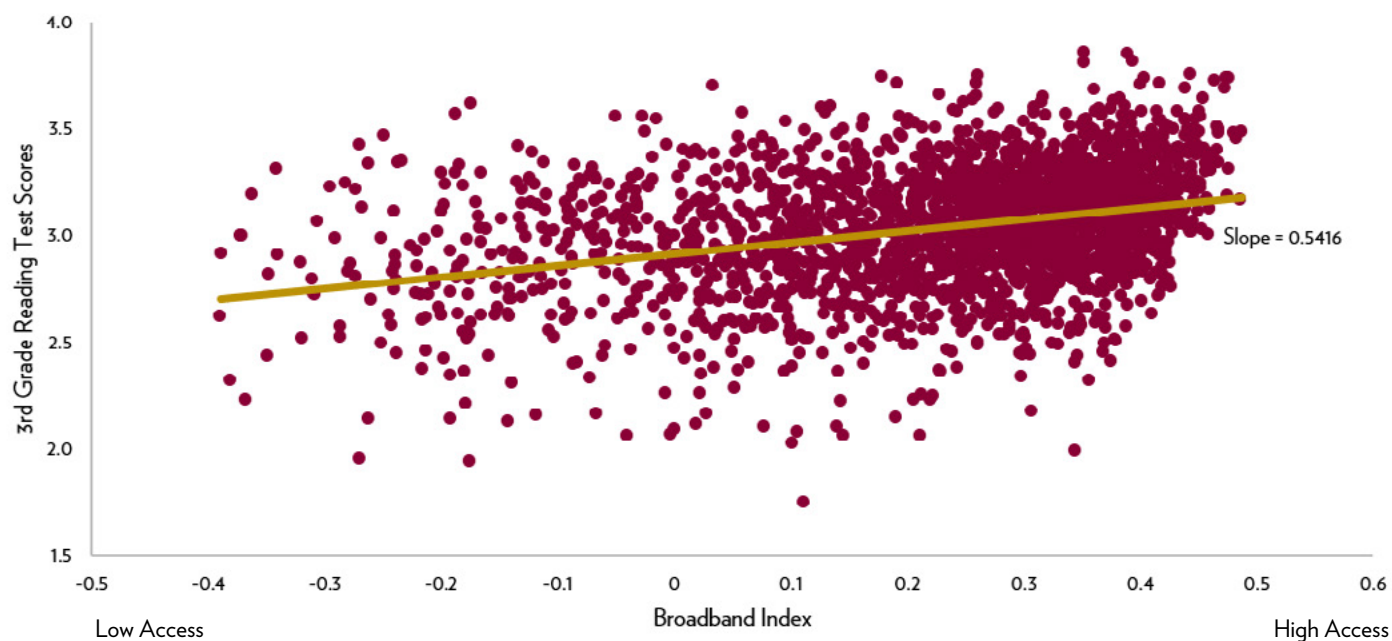


FIG A8

BROADBAND INDEX AND PERCENT REPORTING POOR OR FAIR HEALTH IN U.S. COUNTIES

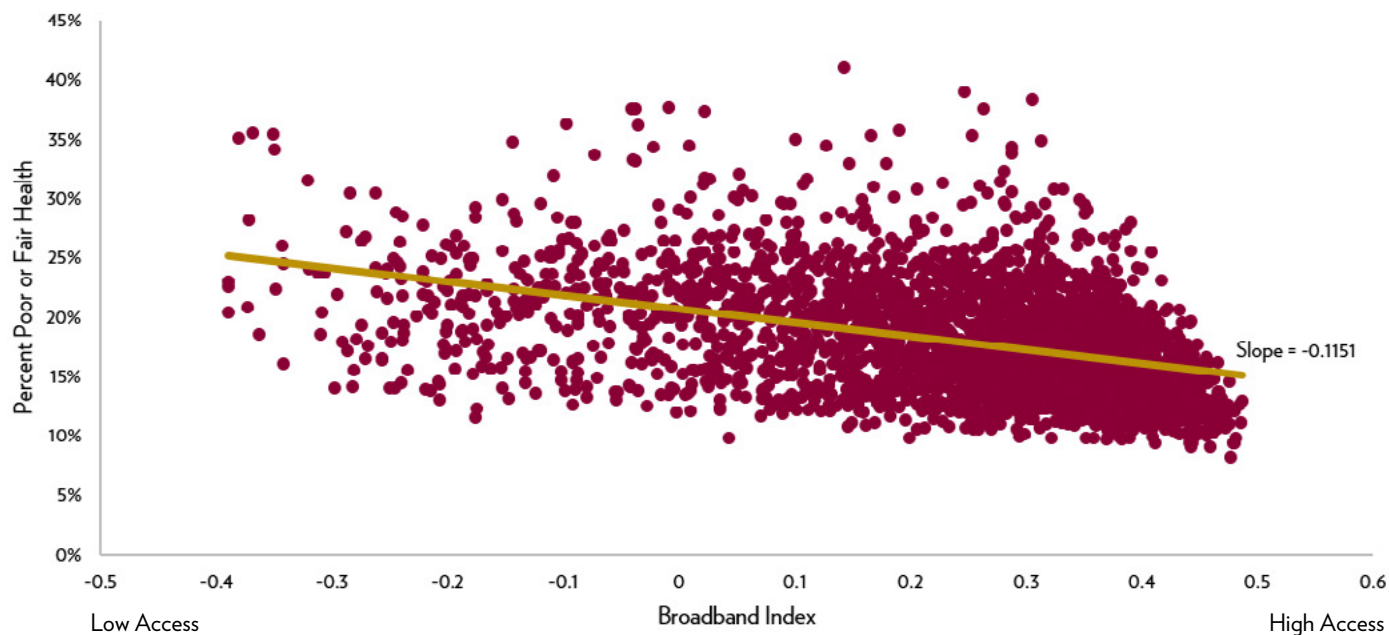
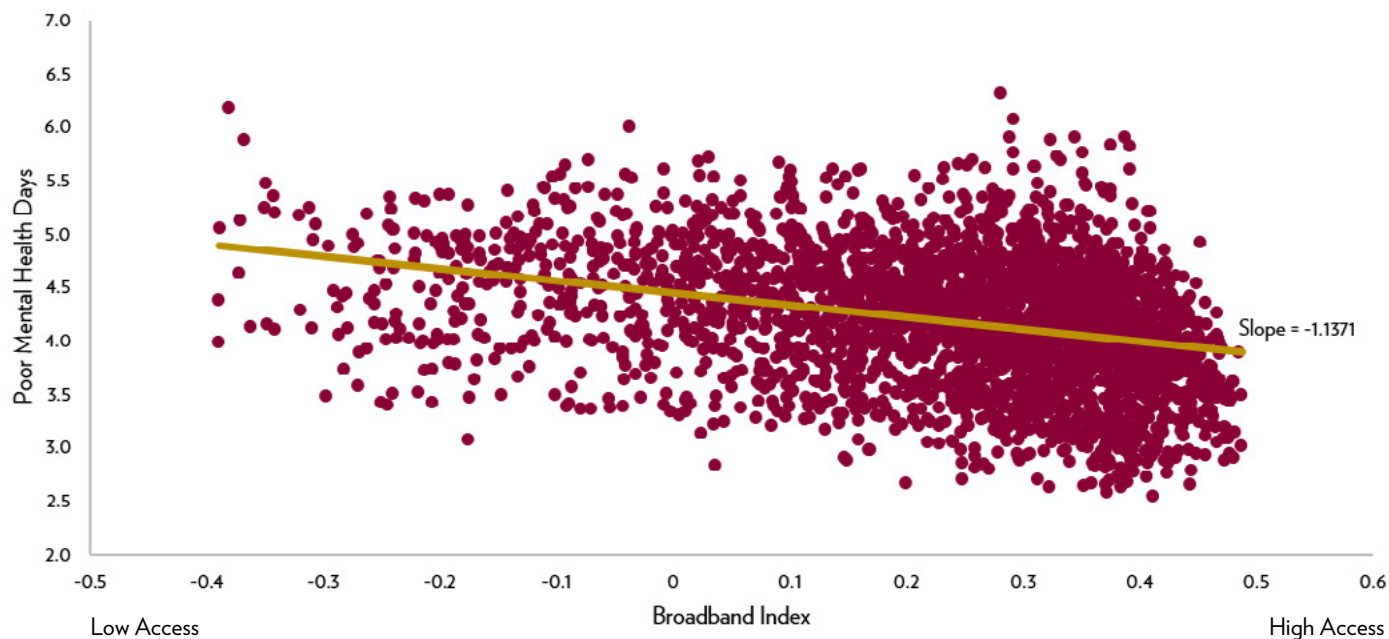


FIG A9

BROADBAND INDEX AND NUMBER OF DAYS EXPERIENCING POOR MENTAL HEALTH U.S. COUNTIES



ABOUT THE WISCONSIN ECONOMY SERIES

The Wisconsin Economy Series is a publication of the University of Wisconsin-Madison Economic Development Administration (EDA) University Center, which is housed in the Community Development Institute in the Division of Extension.

This series, along with other publications by the EDA University Center at UW Madison, are designed to provide the economic development community in Wisconsin and the Upper Midwest with data specific to issues related to the current economy in this part of the United States. Additional publications, including our WIndicator series and the results of our most recent public opinion survey on the economy of Wisconsin, can be found at <https://economicdevelopment.extension.wisc.edu/eda-university-center/>.

For additional information about the Wisconsin Economy Series or the Economic Development Administration-University Center at UW Madison please contact anyone from our team:

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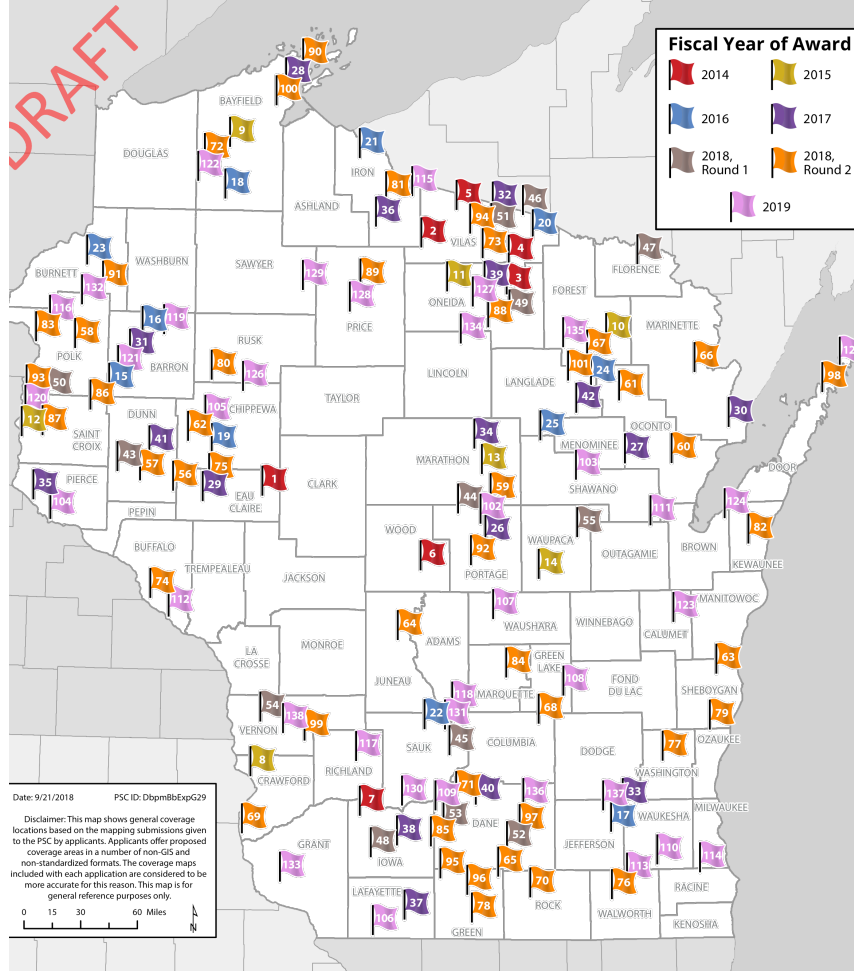
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BROADBAND EXPANSION GRANT AWARDEES, FISCAL YEARS 2014 - 2019 \$20 Million in State Funding for Broadband Build-Out



Wisconsin Broadband Office, Public Service Commission of Wisconsin
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4822 Madison Yards Way, P.O. Box 7854, Madison, WI 53707-7854



BROADBAND EXPANSION GRANT AWARDEES, FISCAL YEARS 2014 - 2019 Presented by the Wisconsin Broadband Office

Project	Award Total	Map Label	Project	Award Total
FY 2014 - \$500,000 Awarded			FY 2018, Round 2 continued	
1 CCI Systems (Lake Eau Claire)	\$139,467	68	CenturyLink (Cambria Area)	\$174.1
2 CenturyLink (Trout Lake)	\$95,700	69	CenturyLink (City of Prairie du Chien)	\$60.4
3 ChoiceTel (Hwy 17)	\$47,177	70	CenturyLink (Footville Area)	\$25.8
4 ChoiceTel (Hwy 17)	\$68,313	71	CenturyLink (Town of Mazomanie)	\$10.5
5 SoniNet, Inc. (Vilas County)	\$13,874	72	Chequamegon Comm. Co-op. (Town of Barnes, Phase 1)	\$190.0
6 TDS/Central State Tel. Co. (Crammond)	\$100,000	73	ChoiceTel (St. Germain Area)	\$150.2
7 WiConnect Wireless	\$35,469	74	Cochrane Co-op. Tel. Co. (Town of Milton)	\$391.8
FY 2015 - \$452,579 Awarded			75 Eau Claire County (Chippewa Valley Project)	\$200.0
8 CenturyLink (Village of Ferryville)	\$125,000	76	Edge Broadband/Whitewater Wideband LLC (Sugar Creek)	\$116.3
9 Chequamegon Comm. Co-op. (Bayfield County)	\$19,282	77	Ethoplex, LLC (Washington County)	\$82.4
10 Forest County Potawatomi Community	\$95,500	78	Green County Development Corporation	\$414.2
11 Oneida County EDC (Phase 1)	\$46,450	79	Hexis Comm. LLC (Town of Fredonia)	\$2.8
12 Somerset Tel. Co. (Town of Somerset)	\$80,000	80	Indianhead Tel. Co. d/b/a DEVCOMM (Island Lake Area)	\$134.5
13 Village of Weston	\$73,978	81	Iron County RDA (Phase 3)	\$47.9
14 Waupaca Online (Phase 1)	\$12,369	82	Kewaunee County	\$40.0
FY 2016 - \$1,500,000 Awarded			83 Lakeland Comm. (Town of Eureka, Phase 1)	\$156.0
15 Amery Telephone Co.	\$99,000	84	Marquette-Adams Tel. Co-op. (Town of Montello & Shields)	\$15.8
16 CenturyLink (Cumberland)	\$140,970	85	Mount Horeb Tel. Co. (Town of Brigham)	\$244.2
17 CenturyLink (Sullivan)	\$145,558	86	Nextgen Comm., LLC (Town of Forest)	\$60.0
18 Chequamegon Comm. Co-op. (Town of Cable)	\$98,000	87	Northwest Community Comm. (Town of Saint Joseph)	\$160.0
19 Chippewa County, WI, LLC	\$286,165	88	Oneida County EDC (Phase 4)	\$100.0
20 ChoiceTel (Town of Land O' Lakes, Phase 1)	\$249,093	89	Price County Tel. Co. (Town of Worcester)	\$250.2
21 Iron County RDA (Phase 1)	\$41,914	90	Red Cliff Band of Lake Superior Chippewa	\$224.7
22 Reedsburg Utility Commission	\$69,300	91	Siren Tel. Co. (Town of Loran)	\$10.0
23 SoniNet, Inc. (Village of Webster)	\$150,000	92	Solarus (Towns of Grant & Plover)	\$170.7
24 Wittenberg Wireless (Silver Birch Ranch)	\$150,000	93	Somerset Tel. Co. (Town of Somerset, Phase 2)	\$99.0
25 Wittenberg Wireless (Village of Mattoon)	\$70,000	94	SoniNet, Inc. (Town of Plum Lake)	\$51.9
FY 2017 - \$1,500,000 Awarded			95 TDS/Mt. Vernon Tel. Co. (New Glarus Area)	\$351.8
26 Amherst Tel. Co. (Portage County)	\$150,000	96	TDS/Ueselo (Monticello Area)	\$492.9
27 CenturyLink (Berry Lake)	\$134,625	97	Town of Dunn (Hoyce Consulting)	\$31.1
28 CenturyLink (Big Top Chautauqua)	\$25,000	98	Town of Liberty Grove	\$118.7
29 CenturyLink (Hickory Park)	\$10,000	99	Vernon Comm. Co-op. (Rural Vernon County)	\$244.7
30 CenturyLink (City of Peshtigo)	\$39,900	100	Waypoint Experts, LLC (Northern Bayfield County)	\$144.2
31 Chibardun Tel. Co.	\$38,477	101	Wittenberg Wireless (Hollister & Packer Areas)	\$390.0
32 ChoiceTel (Town of Land O' Lakes, Phase 2)	\$131,475		FY 2019 - \$7,053,577 Awarded	
33 Ethoplex, LLC	\$7,886	102	Amherst Tel. Co. (Towns of Dewey & Hull, Phase 3)	\$314.3
34 Frontier North Inc.	\$201,750	103	Bertram Comm. (Shawano County)	\$274.0
35 Hagis Telecom, Inc. d/b/a DEVCOMM	\$43,766	104	DEVCOMM/Hagis Telecom (Town of Diamond Bluff, Phase 2)	\$179.5
36 Iron County RDA (Phase 2)	\$79,101	105	Bloomer Tel. Co. (Bloomer School District, Phase 2)	\$519.8
37 Lafayette Development Corporation	\$86,084	106	Bug Tussel Wireless (Lafayette County)	\$308.3
38 MH Telecom, LLC (City of Dodgeville)	\$55,360	107	Bug Tussel Wireless (Town of Deerfield Area)	\$102.9
39 Oneida County EDC (Phase 2)	\$180,566	108	Bug Tussel Wireless (Little Green Lake)	\$102.9
40 TDS/Black Earth Tel. Co. (Rusk)	\$67,500	109	CenturyLink (Mazomanie)	\$15.2
41 Wittenberg Wireless (White Lake)	\$92,000	110	CenturyLink (Mukwonago)	\$13.8
FY 2018, Round 1 - \$1,500,000 Awarded			111 CenturyLink (Seymour)	\$18.5
42 24-7 Telcom, Inc. (Town of Menomonie - Irvington)	\$153,500	112	Cochrane Co-op. Tel. Co. (Town of Milton, Phase 2)	\$300.2
43 Amherst Tel. Co. (Town of Hull, Phase 2)	\$170,000	113	Edge Broadband/Whitewater Wideband (Sugar Creek, Phase 3)	\$217.9
44 CenturyLink (City of Baraboo)	\$167,300	114	e-vertgent.com (Town of Raymond)	\$56.3
45 ChoiceTel (Land O' Lakes, Phase 3)	\$72,846	115	Iron County RDA (Phase 4)	\$53.2
46 Florence County (Fixed wireless)	\$66,712	116	Lakeland Comm. (Town of Eureka, Phase 2)	\$168.0
47 MH Telecom, LLC (Iowa County)	\$126,162	117	LaVall Telephone Co-op. (Juneau & Richland Counties)	\$240.0
48 Oneida County EDC (Phase 3)	\$45,000	118	Marquette-Adams Tel. Co-op. (Towns of Dell Prairie & Newport)	\$145.2
49 Somerset Tel. Co. (Town of Star Prairie)	\$90,000	119	Mosaic Telecom (Lake Desair Area)	\$70.0
50 SoniNet, Inc. (Town of Conover)	\$6,765	120	Northwest Comm. (Town of Somerset, Phase 3)	\$63.0
51 Town of Dunn (Charter cable)	\$106,395	121	Northwest Comm. (Town of Turtle Lake)	\$96.5
52 TDS/Black Earth Tel. Co. (Town of Vermont)	\$285,917	122	Norvado/Chequamegon Comm. Co-op. (Town of Barnes, Phase 2)	\$640.0
53 Vernon Comm. Co-op. (Fiber & fixed wireless)	\$176,587	123	Night Teleservices (Calumet County)	\$372.0
54 Waupaca Online (Phase 2)	\$32,816	124	Night Teleservices (Town of Green Bay Area)	\$113.1
FY 2018, Round 2 - \$7,688,982 Awarded			125 Night Teleservices (Washington Island)	\$304.3
55 24-7 Telcom, Inc. (Town of Rock Creek - Caryville)	\$70,000	126	Ntera (Town of Birch Creek)	\$250.0
56 24-7 Telcom, Inc. (Town of Weston)	\$120,000	127	Oneida County EDC (Phase 5)	\$117.5
57 Amery Telecom, Inc. (Town of Apple River)	\$80,000	128	Price County Tel. Co. (Phillips)	\$257.8
58 Amherst Tel. Co. (Town of Bevent)	\$314,854	129	Price County Tel. Co. (Town of Winter)	\$46.0
59 Bayland Telephone, LLC d/b/a Night Teleservices	\$49,230	130	Reedsburg Utility Commission (River Valley)	\$305.5
60 Bertram Comm. LLC (Oconto County)	\$600,000	131	Reedsburg Utility Commission (Town of Delton)	\$137.7
61 Bloomer Tel. Co. (Bloomer School District)	\$282,500	132	Starwire Technologies (Town of Clam Falls)	\$159.8
62 Brown County CLEC, LLC d/b/a Night Teleservices	\$177,895	133	TDS/Farmers (Town of Clam Falls)	\$375.8
63 Bug Tussel Wireless, LLC (Juneau County)	\$188,982	134	Town of King (Charter)	\$372.2
64 Bug Tussel Wireless, LLC (Town of Brooklyn)	\$102,982	135	Town of Nashville (Northwoods Connect)	\$56.0
65 CCI Systems (Marinette County)	\$210,733	136	Town of Sun Prairie (UpNetWI)	\$25.0
66 CCI Systems (Town of Wabeno - Trump Lake)	\$98,000	137	Town of Watertown	\$150.6
		138	Vernon Comm. Co-op. (Vernon County, Phase 3)	\$309.2

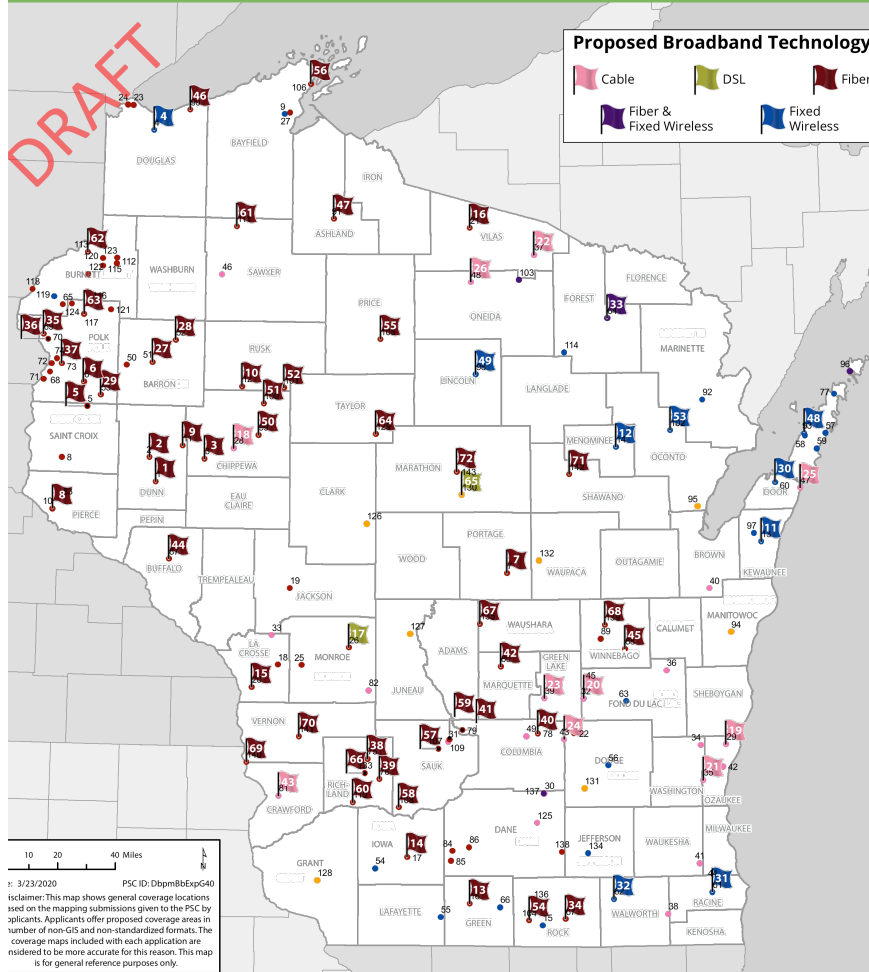


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BROADBAND EXPANSION GRANT AWARDEES, FISCAL YEAR 2020

Presented by the Wisconsin Broadband Office



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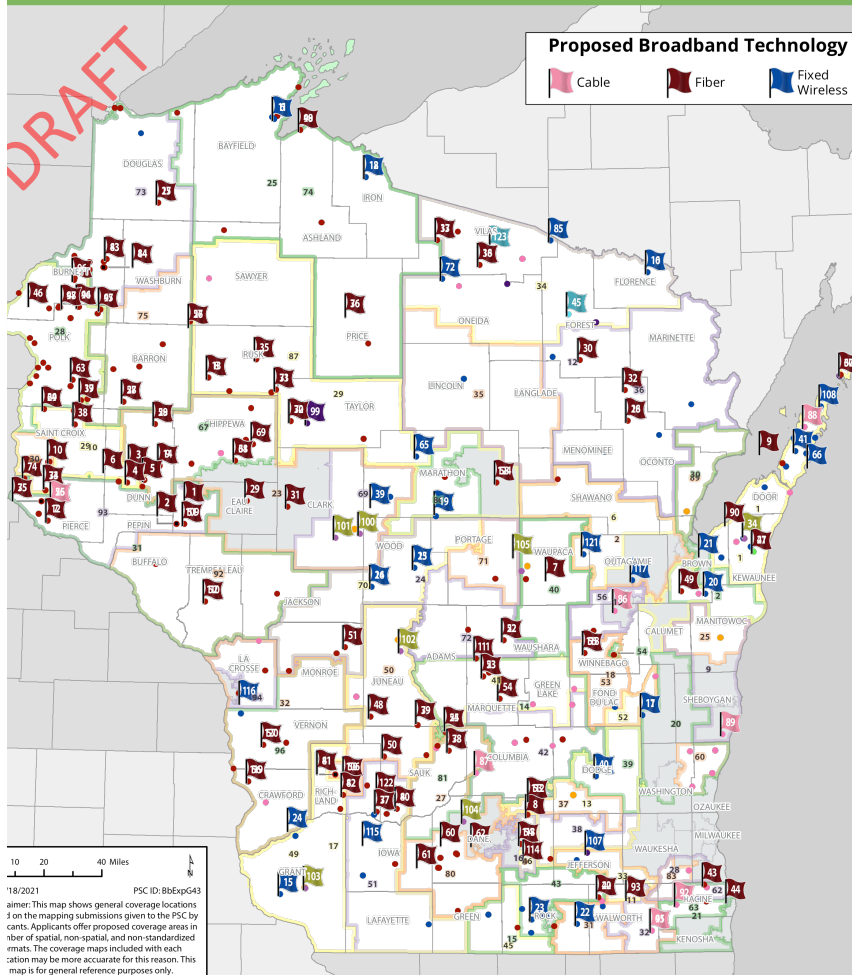
Map Label	Project	Request Total	Map Label	Project	Request Total
1	24-7 Telcom, Inc. #1 (C.H.U.)	\$273,300	37	Lakeland Comm. #6 (T. St. Croix Falls, Deer Lake)	\$41,8
2	24-7 Telcom, Inc. #2 (T. Sherman)	\$680,000	38	LaValle Tel. Coop. #1 (T. Rockbridge, Phase 2)	\$399,0
3	24-7 Telcom, Inc. #3 (T. Wheaton)	\$79,500	39	LaValle Tel. Coop. #2 (STH 58)	\$290,0
4	Airfiber, Inc. (Douglas Co.)	\$140,000	40	Marquette-Adams Tel. Coop. #1 (T. Marcellon, Randolph, & Scott)	\$193,6
5	Amery Telcom, Inc. #1 (T. Cylon)	\$82,250	41	Marquette-Adams Tel. Coop. #2 (T. Newport)	\$172,8
6	Amery Telcom, Inc. #2 (T. Lincoln)	\$81,000	42	Marquette-Adams Tel. Coop. #3 (T. Newton)	\$116,8
7	Amherst Tel. Co. (T. Buena Vista & Dayton)	\$478,985	43	Mediacom LLC #1 (Co. Crawford)	\$256,6
8	BEVCOMM / Hager Telecom (T. Diamond Bluff, Phase 3)	\$444,211	44	Nelson Comm. (Gehrke Road)	\$12,5
9	Bloomer Tel. Co. (T. Colfax)	\$608,538	45	Northern Tel. & Data #1 (EAA Grounds)	\$199,7
10	Bruce Tel. Co. (Chippewa Ave.)	\$36,307	46	Norvado/Chequamegon Comm. Co-op. #1 (T. Cloverland)	\$443,0
11	Bug Tussel Wireless #1 (Co. Kewaunee)	\$960,000	47	Norvado/Chequamegon Comm. Co-op. #2 (STH 13)	\$392,0
12	Bug Tussel Wireless #2 (Menominee Indian Tribe of WI.)	\$756,000	48	Nsight Teleservices #2 / Bayland Tel. (V. Egg Harbor)	\$48,9
13	Bug Tussel Wireless #4 / Hilbert Comm., LLC (Green County)	\$1,000,371	49	Nsight Teleservices #7 / Brown County C-LEC, LLC (Co. Langlade & Lincoln)	\$358,2
14	Bug Tussel Wireless #5 / Hilbert Comm., LLC (Iowa County)	\$732,310	50	Ntera #1 (T. Arthur & Estella)	\$397,6
15	CenturyLink #3 (Boma Coulee)	\$35,676	51	Ntera #2 (Cranberry Lake)	\$63,1
16	CenturyLink #4 (Boulder Junction)	\$1,624,094	52	Ntera #3 (V. Sheldon)	\$238,6
17	CenturyLink #9 (Tomah)	\$11,010	53	Oconto County EDC (Phase 2)	\$182,0
18	Charter Comm. #1 (T. Anson)	\$49,000	54	Orfordville, Town of	\$303,2
19	Charter Comm. #2 (T. Belgium)	\$8,658	55	Price County Tel. Co. (T. Prentice)	\$950,0
20	Charter Comm. #5 (V. Fairwater)	\$76,744	56	Red Cliff Band of Lake Superior Chippewa Indians	\$107,6
21	Charter Comm. #8 (T. Jackson)	\$54,716	57	Reedsburg Utility Commission #1 (T. Excelsior)	\$173,0
22	Charter Comm. #10 (T. Lincoln & Washington)	\$133,645	58	Reedsburg Utility Commission #2 (River Valley, Phase 2)	\$542,5
23	Charter Comm. #12 (V. Marquette)	\$341,461	59	Reedsburg Utility Commission #3 (Vanhy & Reedsburg Roads)	\$182,5
24	Charter Comm. #16 (V. Randolph)	\$104,034	60	Richland Grant Tel. Coop. (STH 80)	\$405,0
25	Charter Comm. #20 (T. Sturgeon Bay)	\$188,044	61	Sawyer County & Lac Courte Oreilles EDC (Co. Sawyer)	\$41,4
26	Charter Comm. #21 (T. Woodruff)	\$16,500	62	Siren Tel. Co. #2 (Hayden Rd. & Yellow River)	\$152,4
27	Chibardun Tel. Coop. #2 (T. Barron)	\$71,163	63	Starwire Technologies #3 (T. Clam Falls, Phase 3)	\$300,5
28	Chibardun Tel. Coop. #3 (T. Tuscobia)	\$123,423	64	TDS #4 / Midway Tel. Co., LLC (Stetsosville)	\$265,4
29	Clear Lake Tel. Co. (V. Clear Lake)	\$350,000	65	TDS #5 / Mosinee Tel. Co., LLC (Mosinee)	\$1,058,6
30	Door County Broadband LLC #4 (T. Naseweapue)	\$65,282	66	Tech Com (Co. Richland)	\$228,0
31	e-vergent.com (T. Raymond & V. Yorkville)	\$248,458	67	Union Telephone (T. Coburn & Hancock)	\$598,8
32	Edge Broadband / Whitewater Wideband (Lake Lorraine, North & Turtle Lakes)	\$283,467	68	US Internet (Co. Winnebago)	\$2,250,0
33	Forest County	\$939,200	69	Vernon Comm. Co-op. #1 (V. De Soto)	\$129,5
34	Janesville, City of	\$114,230	70	Vernon Comm. Co-op. #2 (Co. Vernon, Phase 4)	\$472,6
35	Lakeland Comm. #2 (T. Eureka, Phase 3)	\$153,100	71	Wittenberg Tel. Co. #1 (V. Bowler)	\$457,5
36	Lakeland Comm. #3 (T. Eureka, Phase 4)	\$187,825	72	Wittenberg Tel. Co. #2 (C. Marathon City)	\$36,9



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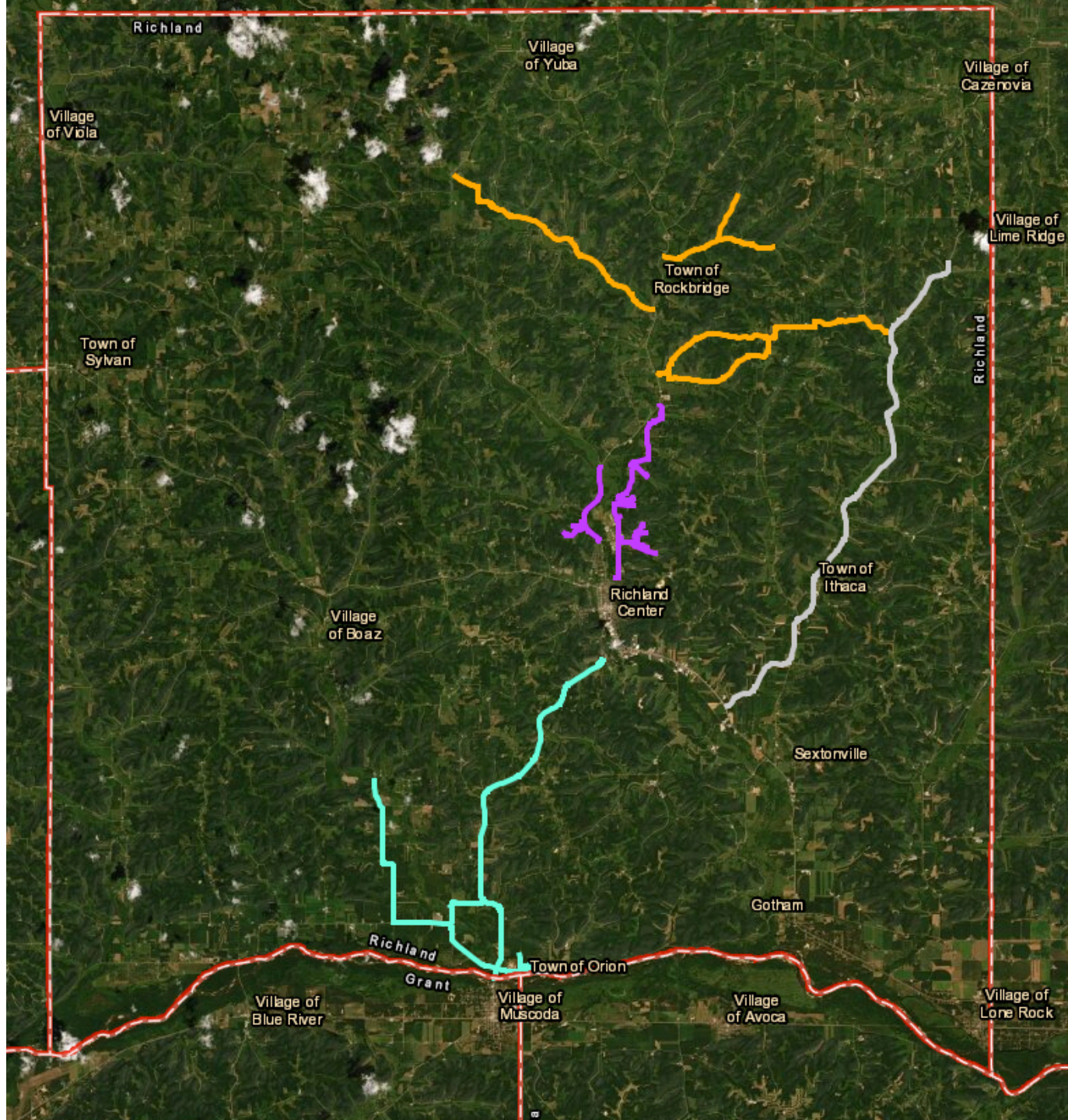
ap bel	Project	Request Total	Map Label	Project	Reque Total
1	24-7 Telcom, Inc. (T. Brunswick - CTH Z)	\$105,725	30	Nsight (Washington Island, Phase 2)	\$297,6
2	24-7 Telcom, Inc. (T. Drammen - West)	\$709,700	31	Nterra (Chippewa County)	\$242,1
3	24-7 Telcom, Inc. (T. Menomonie - CTH BB)	\$320,300	32	Nterra (Gilman)	\$320,5
4	24-7 Telcom, Inc. (T. Menomonie - Irvington West)	\$335,160	33	Nterra (Sheldon)	\$194,4
5	24-7 Telcom, Inc. (T. Red Cedar)	\$467,250	34	Pierce Pepin Co-op. Services (Beldenville)	\$473,2
6	Bayfield Wireless (Co. Bayfield)	\$472,539	35	Pierce Pepin Co-op. Services (Trimble)	\$316,1
7	Bevcomm / Hager Telecom (T. Hartland & Trenton)	\$307,686	36	Price County Tel. Co. (Soo Lake)	\$1,590,4
8	Bevcomm / Indianhead Tel. Co. (Potato Lake)	\$461,929	37	Reedsburg Utility Comm. (Bear Valley - STH 130)	\$327,6
9	Bloomer Tel. Co. (T. Colfax, Phase 2)	\$947,548	38	Reedsburg Utility Comm. (T. Fairfield)	\$355,6
0	Bug Tussel Wireless (Co. Florence)	\$227,248	39	Reedsburg Utility Comm. (T. Lyndon)	\$40,6
1	Bug Tussel Wireless (Co. Fond du Lac)	\$213,472	40	Reedsburg Utility Comm. (River Valley, Phase 3)	\$334,3
2	Bug Tussel Wireless (Co. Iron)	\$511,627	41	Richland Grant Tel. Coop. (CTH Z)	\$500,6
3	Bug Tussel Wireless (Co. Wood)	\$492,988	42	Richland Grant Tel. Coop. (STH 80, Phase 2)	\$690,6
4	Bug Tussel Wireless (Co. Wood - Southwest - Pittsville SD)	\$499,233	43	Siren Tel. Co. (Green Lake & Voyager Village)	\$278,4
5	CCI Systems, Inc. (T. Solon Springs & Gordon)	\$326,858	44	Siren Tel. Co. (Sand Lake)	\$320,6
6	CCI Systems, Inc. (Green Lake, T. Mountain)	\$66,897	45	Spectrum Mid-America - fka Charter Comm. (T. Lyons)	\$142,5
7	CenturyLink (Boulder Junction, Phase 2)	\$2,225,032	46	Starwire Technologies (T. Clam Falls - North, Phase 3)	\$282,2
8	ChoiceTel (T. St. Germain, Phase 2)	\$598,925	47	Starwire Technologies (Indian Creek & Spencer Lake)	\$315,2
9	Clear Lake Tel. Co. (Clear Lake)	\$400,000	48	Starwire Technologies (West Sweden)	\$297,5
0	Edge Broadband / Whitewater Wideband (Whitewater Lake)	\$537,093	49	Superior Connections (Bad River Communities)	\$1,871,6
1	Hilbert Communications (Co. Kewaunee)	\$1,402,537	50	Tech Com (Co. Richland, Phase 2)	\$342,6
2	Marquette-Adams Tel. Co-op. (T. Dakota & Wautoma)	\$162,543	51	Tri-County Comm. Co-op. (T. Drammen - East)	\$739,4
3	Marquette-Adams Tel. Co-op. (T. Harris & Westfield)	\$164,242	52	Tri-County Comm. Co-op. (Newcomb Valley)	\$151,1
4	Marquette-Adams Tel. Co-op. (T. Newport, Phase 2)	\$94,064	53	UpNetWI, LLC (T. Bristol)	\$182,6
5	Midcontinent Comm. (Ellsworth)	\$83,169	54	UpNetWI, LLC (T. Cottage Grove)	\$86,6
6	Mosaic Technologies (T. Cedar Lake)	\$1,263,791	55	US Internet (Light Lake, Phase II)	\$1,526,6
7	Mosaic Technologies (T. New Haven & Prairie Farm)	\$946,819	56	Vernon Comm. Co-op. (Crawford County)	\$172,5
8	Mosaic Technologies (T. Otter Creek & Sand Creek)	\$960,218	57	Vernon Comm. Co-op. (Vernon County, Phase 5)	\$395,4
9	Northwest Comm. / Somerset Tel. Co. (T. Star Prairie)	\$168,000	58	Wittenberg Tel. Co. (Co. Marathon)	\$172,6
GRANT AWARD TOTAL				\$28,431,73	



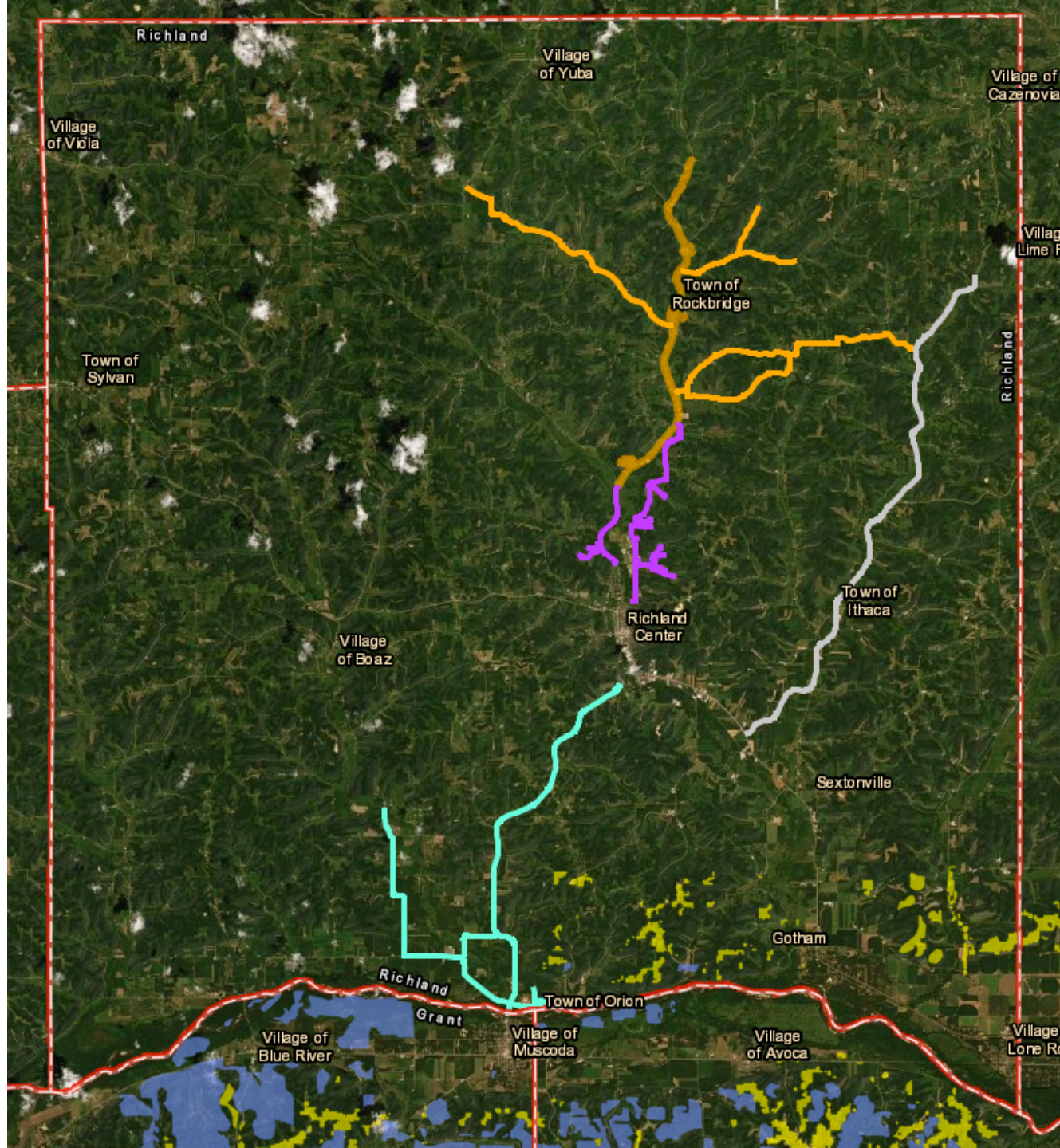
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2021
Grant
Awards



2021
Grant
Award
Service
Areas



Year	Provider/Area	Description
2019	LaValle Telephone Cooperative Towns of Henrietta, Rockbridge and SevenMile Creek	This project will build a FTTP service in the Towns of Henrietta and Rockbridge, in Richland County southwest of La Salle, and in the Town of Seven Mile Creek, in Juneau County northeast of La Salle. The project will build past 6 businesses and 95 homes.
2020	LaValle Telephone Cooperative Highway 58	This project will build Fiber to the Premises service past 10 businesses and 116 residential locations along Highway 58, in the Towns of Ithaca and Willow in Richland County, between Highway 14 southeast of Richland Center to County Highway K northeast of Lloyd.
2020	LaValle Telephone Cooperative Town of Rockbridge, Phase II	This project will build Fiber to the Premises service past 10 businesses and 165 residential locations along three county roads off of Highway 80, in the Town of Rockbridge in Richland County. The project builds on the FY 2019 LaValle Telephone Coop Rockbridge Phase I project, and will connect the LaValle Highway 58 project just north of Lloyd if both projects are funded.
2020	Richland-Grant Tel. Coop Highway 80 fiber project	This project will build Fiber to the Premises service past 10 businesses and 140 residential locations in Richland County. The project will bury fiber along Highway 80 from Muscoda to Richland Center, and along Highway 60 from Muscoda and Orion to County Road E and north on E to Basswood.
2020	Tech Com, Inc. Richland County fiber project	This project will build Fiber to the Premises service along several roads outside of Richland Center in Richland County. The project will build past 10 businesses and 112 residential locations . This is one of four projects submitted by LaValle/Tech Com/Richland-Grant to build fiber service in Richland County.
2021	Reedsburg Utility Commission Highway 130 and Bear Valley fiber project	This project will build a Fiber-To-The-Premises (FTTP) service past 10 business and 123 residential locations adjacent to Highway 130 in the Town of Buena Vista in southeast Richland County.
2021	Richland-Grant Tel. Coop Cty Rd Z Fiber project	This project will build a Fiber-To-The-Premises (FTTP) service past 6 business and 139 residential locations along County Road Z between CTH 14 and CTH 56 in the Towns of Dayton and Marshall in Richland County.
2021	Richland-Grant Tel. Coop Hwy 80 corridor Phase II fiber project	This project will build a Fiber-To-The-Premises (FTTP) service past 5 business and 220 residential locations adjacent to CTH80 between Boaz and Richland Center, in the Towns of Dayton and Eagle in Richland County. This project is an extension off of the FY 2020 Richland-Grant Highway 80 project
2021	Tech Com, Inc Richland County Phase II fiber project	This project will build a Fiber to the Premises service past 5 business and 150 residential locations northwest of Richland Center along County A from Hwy 80 to County Road Z, and from Hwy 56 to Hwy 14, in the Towns of Dayton, Marshall, Richland and Rockbridge, in Richland County. This project builds on the FY 2020 Tech Com Richland County fiber project.
	TOTAL	72 BUSINESSES
		1260 RESIDENTIAL LOCATIONS

FISCAL YR	Service Provider/Area	AWARD	MATCH
2019	LaValle Telephone Co-op. (Juneau & Richland Counties)	\$240,000	\$254,000
2020	LaValle Tel. Coop. #1 (T. Rockbridge, Phase 2)	\$399,000	\$399,000
	LaValle Tel. Coop. #2 (STH 58)	\$290,000	\$296,000
	Richland Grant Tel. Coop. (STH 80	\$405,000	\$405,000
	Tech Com (Co. Richland)	\$228,000	\$228,500
2021	Reedsburg Utility Comm. (Bear Valley- STH 130)	\$327,000	\$533,300
	Richland Grant Tel. Coop. (CTH Z)	\$500,000	\$750,000
	Richland Grant Tel. Coop. (STH 80, Phase 2)	\$690,000	\$1,035,000
	Tech Com (Co. Richland, Phase 2)	\$342,000	\$343,000
	SUBTOTALS	\$3,421,000	\$4,243,800
	TOTAL INVESTMENT IN BROADBAND EXPANSION IN RICHLAND COUNTY SINCE 2019	\$7,664,800	

Layers

- ☒ Reference Overlay
- ☒ Fixed Internet Speeds
- ☐ Wireline Download Speed
- ☐ Wireline Upload Speed
- ☐ Fixed Wireless Download Speed
- ☐ Fixed Wireless Upload Speed
- ☐ Mobile Coverage
- ☐ Broadband Expansion Grant "Unserved" Guideline
- ☐ Broadband Expansion Grant "Underserved" Guideline
- ☐ Broadband Expansion Grant "Served" Guideline
- ☒ Identify Providers

Legend

Fixed Internet Speeds

100+ Mbps Download / 20+ Mbps Upload



25+ Mbps Down / 3+ Mbps Up



10+ Mbps Down / 1+ Mbps Up



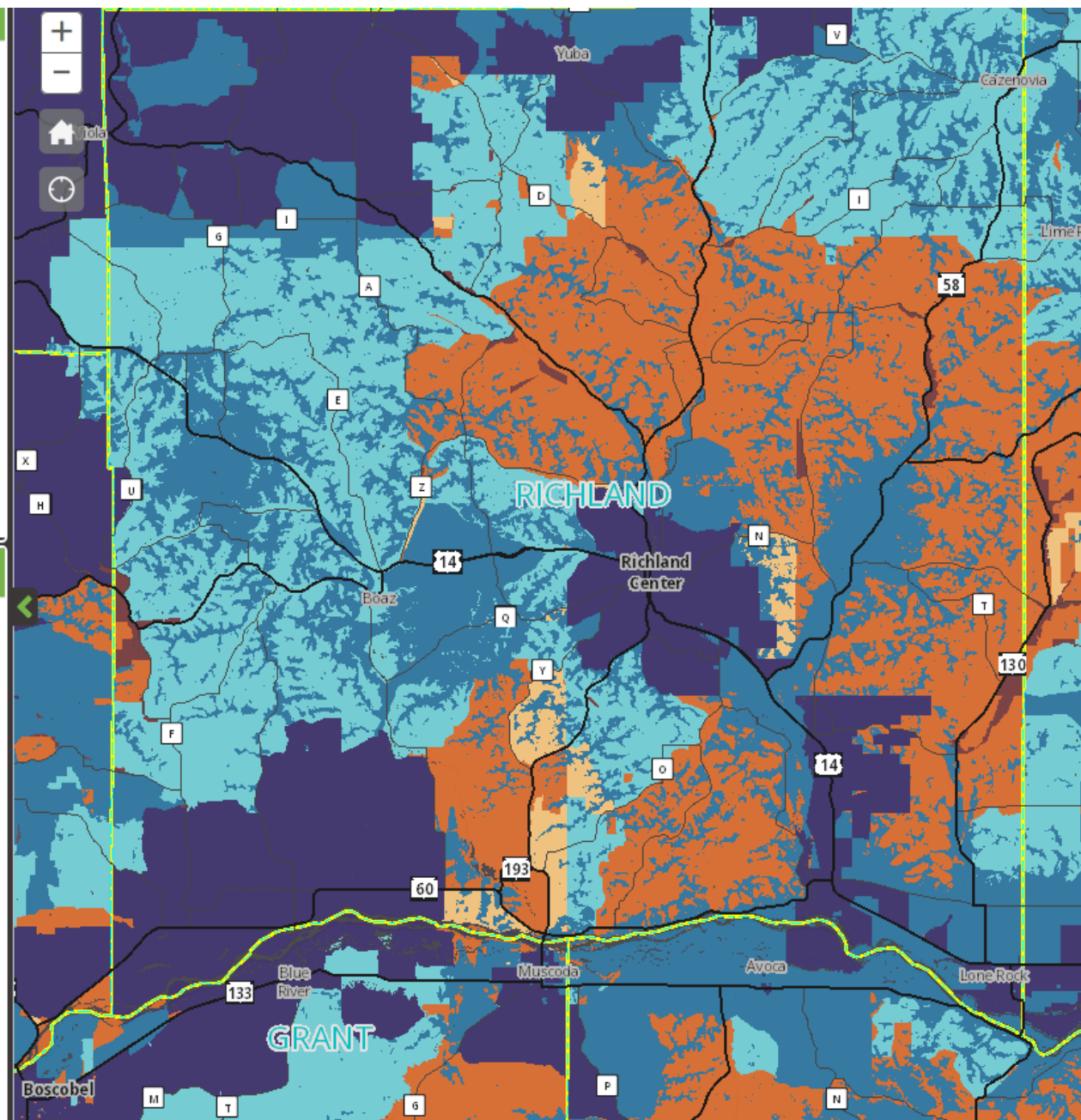
5+ Mbps Down / 0.6+ Mbps Up



< 5 Mbps Down / < 0.6 Mbps Up



No Known Internet Coverage





Maple Valley Rd

If present, click on white arrows at right to see more local providers. ▶ □ ✕

Wireline Access

Provider Name RICHLAND-GRANT TELEPHONE
COOPERATIVE, INC

Connection Type ADSL2, ADSL2+

Technology Wireline

Advertised Download Speed 15.0 Mbps

Advertised Upload Speed 1.0 Mbps

Coverage Data Last Updated June 30, 2020

Coverage Data Source Provider Submission

Within CAF-II Subsidized Area? No

Within CAF-II Auction Area? No

Within ACAM Subsidized Area? Yes

Result ID **11429122626**



RESULTS



SETTINGS



DOWNLOAD Mbps

80.15



UPLOAD Mbps

57.38

Layers

- ☒ Reference Overlay
- ☐ Fixed Internet Speeds
- ☐ Wireline Download Speed
- ☐ Wireline Upload Speed
- ☐ Fixed Wireless Download Speed
- ☐ Fixed Wireless Upload Speed
- ☐ Mobile Coverage
- ☒ Broadband Expansion Grant "Unserved" Guideline
- ☐ Broadband Expansion Grant "Underserved" Guideline
- ☐ Broadband Expansion Grant "Served" Guideline
- ☒ Identify Providers

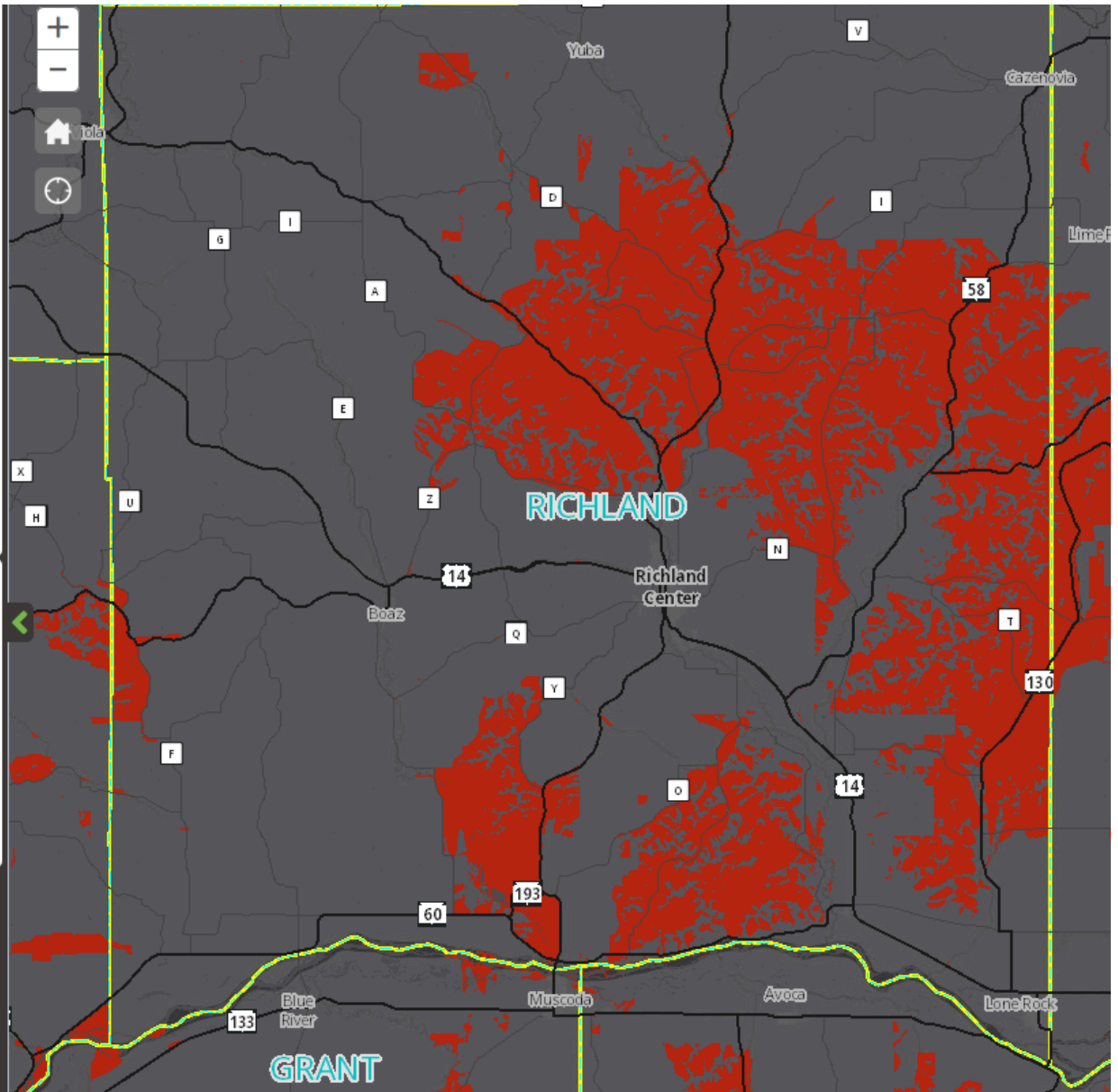
Legend

Broadband Expansion Grant "Unserved" Guideline

Fixed Internet Options with Speeds of < 5 Mbps Down / < 0.6 Mbps Up or No Coverage



Wisconsin Broadband Map



▼ Layers

- ☒ Reference Overlay
- ☐ Fixed Internet Speeds
- ☐ Wireline Download Speed
- ☐ Wireline Upload Speed
- ☐ Fixed Wireless Download Speed
- ☐ Fixed Wireless Upload Speed
- ☐ Mobile Coverage
- ☐ Broadband Expansion Grant "Unserved" Guideline
- ☒ Broadband Expansion Grant "Underserved" Guideline
- ☐ Broadband Expansion Grant "Served" Guideline
- ☒ Identify Providers

▼ Legend

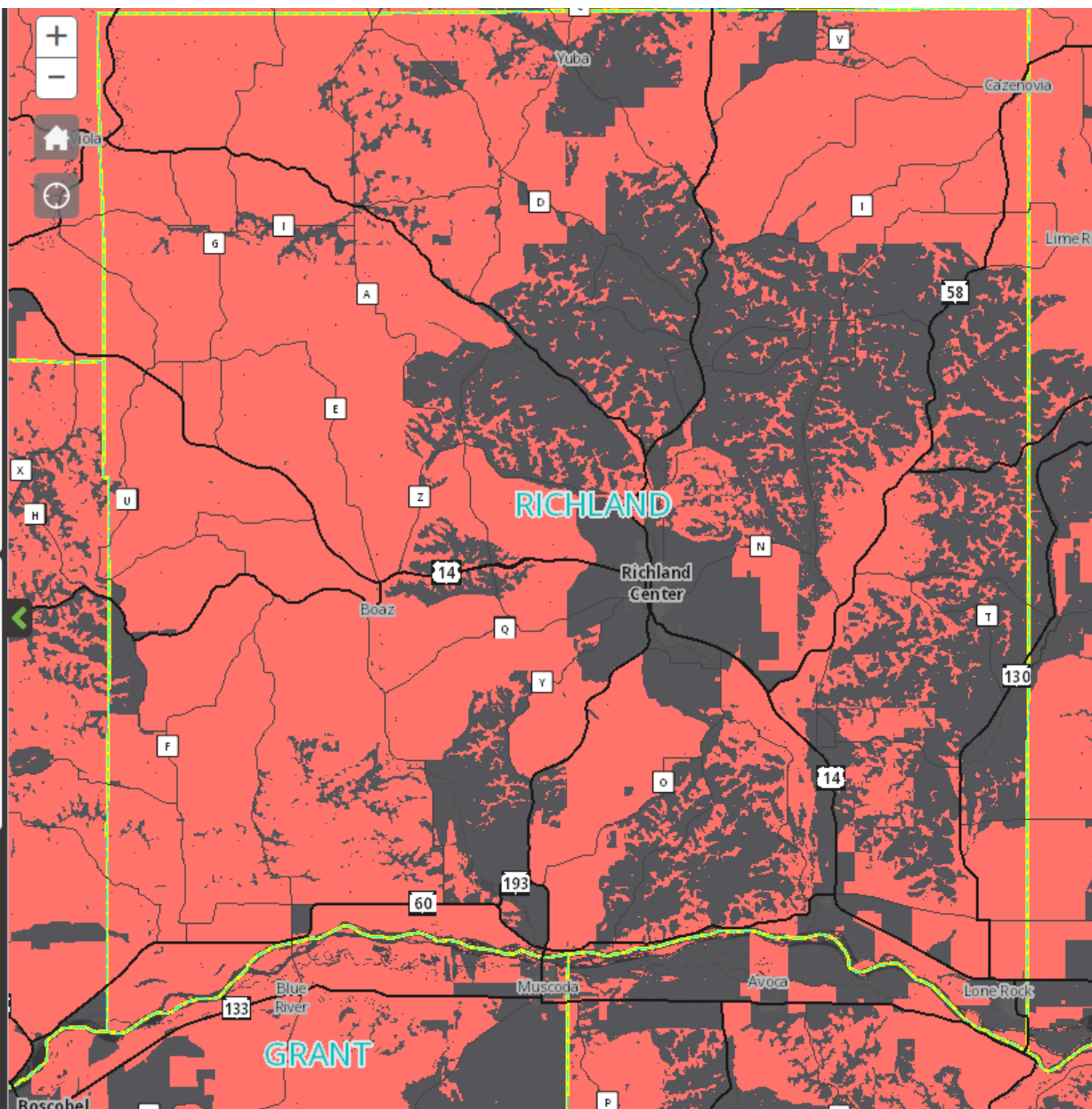
Broadband Expansion Grant
"Underserved" Guideline

0 or 1 Fixed Internet Options for 25+ Mbps
Down / 3+ Mbps Up



Wisconsin Broadband Map

Public Service Commission of Wisconsin



Layers

- ☒ Reference Overlay
- ☐ Fixed Internet Speeds
- ☐ Wireline Download Speed
- ☐ Wireline Upload Speed
- ☐ Fixed Wireless Download Speed
- ☐ Fixed Wireless Upload Speed
- ☒ Mobile Coverage
- ☐ Broadband Expansion Grant "Unserved" Guideline
- ☐ Broadband Expansion Grant "Underserved" Guideline
- ☐ Broadband Expansion Grant "Served" Guideline
- ☒ Identify Providers

Legend

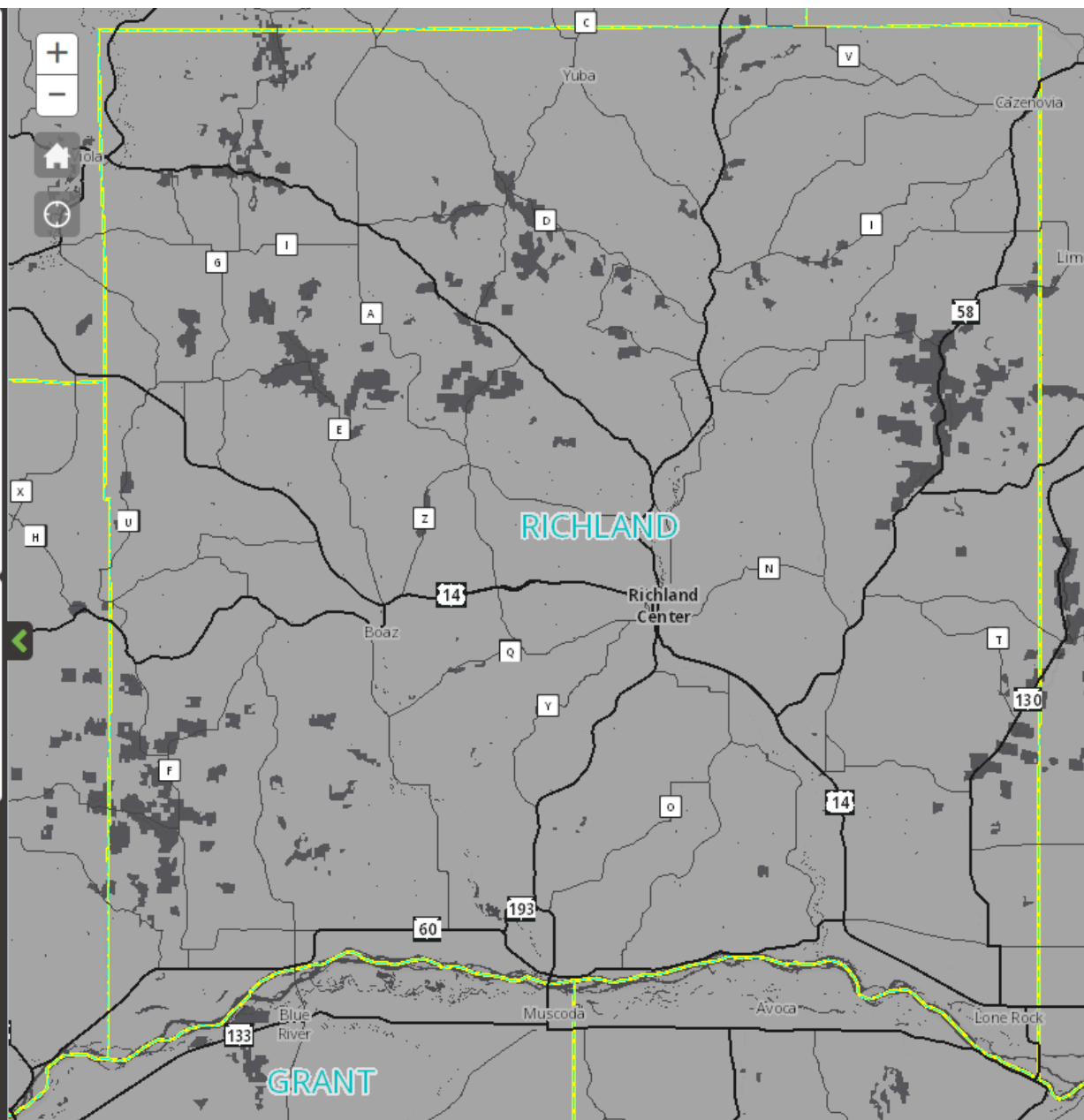
Mobile Coverage

Advertised Access in Wisconsin



Wisconsin Broadband Map

Public Service Commission of Wisconsin
Wisconsin Broadband Office



US Census Bureau

Number of households in Richland County 2019 7,538

Number of households in Richland Center 2019 2,032

Total postcards to send = $5506 \times \$0.36 = \1982.16

If send full survey (~6 double sided pages) @ \$0.55 = \$3028.30

Maps:

Southwest Wisconsin Regional Planning Commission

<https://swwrpc.maps.arcgis.com/apps/webappviewer/index.html?id=7f1d753b0a634c1ba3a2cc18634196cf>

Public Service Commission Maps

<https://maps.psc.wi.gov/apps/WisconsinBroadbandMap/>



Extension

UNIVERSITY OF WISCONSIN-MADISON
IOWA COUNTY

303 W. Chapel Street
Dodgeville, WI 53533

IMPORTANT:

Iowa County

Broadband Internet

Survey

PLEASE! We NEED your HELP!

--- Please fold along this line ---



If you can take this survey online, we encourage you to do so.

Type the URL below in to your browser window.

<https://bit.ly/35GrN1N>

Or **scan the QR Code below** with your smartphone.

If you chose to do your survey online, you save us time and money as we collect the data, analyze it, and use it to create opportunities for broadband improvements in Iowa County.
Thanks for your participation!



Extension

UNIVERSITY OF WISCONSIN-MADISON
IOWA COUNTY



Iowa County Broadband Internet Survey

COVID-19 (Coronavirus) has changed the world we live in dramatically. Earlier this year, Safer-at-Home orders forced most of us to think differently, act differently, learn differently, conduct our daily lives differently, and work differently. One resource/service that has been in the spotlight as many have been mostly confined to our homes, is **broadband internet access**.

Whatever your situation is related to broadband internet access, we know there are challenges and opportunities for improvement. Without reliable and affordable broadband internet, our communities will fall behind in attracting and retaining residents and providing quality jobs, and our kids will lack access to opportunities that other school districts are building upon.

Iowa County Government and its many partners have been looking at options and potential solutions to our broadband challenges and are proactively moving forward on many fronts. To understand the needs, **we must have sound data about our situation as it exists now, and where we need improvements**.

The questions we need to address are what really exists in Iowa County for access to broadband internet, and how is the quality of that resource. That information is essential to moving forward with better options and new solutions. This data will be valuable as we apply for **grants**, look for other **partners and financial resources**, and develop plans to **attract existing and new broadband internet service providers**.

Iowa County, with the help of the **University of Wisconsin-Madison, Division of Extension**, is conducting this survey to collect data on the availability, use, and demand for broadband internet services. Results from this survey will help support efforts to expand and improve access and quality of broadband internet services in Iowa County.

To have the most useful information, we are requesting your complete address. We promise we will not share your address publicly but will use it as a way of mapping the internet services for the county. Survey results will be reviewed and reported in a way that **protects your individual anonymity**. If you have questions about the survey, please visit our website at www.iowa.extension.wisc.edu or by phone at 608-930-9850.

The survey will take approximately 10-15 minutes. **Please complete the survey and return it by October 30, 2020**. We appreciate your time and the information you are sharing. **You can help make this change!** If you are able to do the survey online, go to <https://bit.ly/35GrN1N>.

Understanding Broadband Terminology:

Broadband internet service is a form of high-speed internet access. The latest development in broadband internet service is the incorporation of wireless capabilities. Wireless broadband internet service is exactly what the name implies: it is your high-speed internet access without

cables or wires. The versatility of wireless internet has consumers demanding the service at an increasing rate. They want it **in their home**, at their office, even at their local coffee shop.

Wireless Broadband Network: A term you may recognize in association with wireless broadband internet service includes wireless broadband network. A wireless network is a single broadband internet arrangement established for **your home or office**. It requires several pieces of equipment and requires you to subscribe (pay for) to the broadband services on a continual (usually monthly) basis. You cannot utilize your wireless broadband network and equipment without an ongoing broadband service. Together, the wireless devices and the broadband internet service make up your wireless broadband network.

Wireless Broadband Mobile: Wireless internet connectivity in cell phones is growing in popularity as well. Cell phones, and other devices featuring windows mobile applications, are now all being designed with advanced wireless technology. This allows them the ability to connect to a wireless broadband internet service within a broadband network, or to the internet via their own cellular phone network.

For the purposes of this survey, we want to know about your access/availability to a wired or wireless broadband internet service as part of a broadband network in your home. If you are utilizing a cell phone or other mobile broadband devices (hotspots, etc.), we do NOT consider that to be subscribing (paying for every month) to broadband internet services.

This survey is for property you may own in IOWA COUNTY, Wisconsin. If you received more than one survey in the mail, it means you own more than one tax parcel in Iowa County. If this is the case, feel free to fill out the survey for each tax parcel (to the best of your abilities) as it pertains to broadband internet accessibility at that address location.

Demographic Information:

1. Please list your complete street address of **your Iowa County, Wisconsin property** (accuracy of this information is important)

2. Please list your city, township, or village where **your Iowa County, Wisconsin property** is located.

3. Please list your zip code where **your Iowa County, Wisconsin property** is located.

4. Please enter the **4-digit code** listed on front of your survey, just below your address information.

5. Do you own or rent your current place of residence?

- ☐ Rent ☐ Own ☐ Other: _____

6. What is your gender?

- ☐ Female ☐ Male ☐ Other: _____

7. What is your age?

- ☐ 18 – 24 ☐ 35 – 44 ☐ 55 - 64
☐ 25 – 34 ☐ 45 – 54 ☐ 65 and older

Access to Broadband Internet Service

8. Which of these best describes your access to broadband internet services at your home?

- ☐ I pay for a monthly subscription for internet services (this is referring to a wired or fixed wireless solution). ☐ I have access to broadband internet service at my house but choose to **not** pay for a subscription.

(SKIP to question #11)

(continue with question #9, #10, then #22 and so on...)

- ☐ I do not have access to this type of service, but I do need internet access and I am able to have internet access as part of my cellular data plan using my phone or hotspot ☐ I do not have access to broadband internet service at my house OR a reliable, affordable option for access.

(continue with question #9, #10, #11... and so on...)

(continue with question #9, #10, then #22 and so on...)

9. If **you do NOT subscribe** (pay for) or have **NO access** to broadband internet service, why not (**select all that apply**)?

- ☐ Service is not available where I live ☐ Service is too slow ☐ Concerns about online privacy
☐ I have no need ☐ Service is inconsistent or unreliable ☐ I use the internet somewhere else
☐ Service is too expensive ☐ Other: _____

10. If **you do NOT subscribe** (pay for) to broadband internet service, what would it take for you to subscribe to broadband internet service? (more affordable, faster speeds, etc.)

If you do not subscribe to broadband internet service or choose not to pay for broadband internet service, please skip to Question 22. Thank you.

Type and Cost of Broadband Internet Services

11. How do you access the internet at home (**choose all that apply**)?

- | | | |
|--|--|------------------------------------|
| <input type="radio"/> Cellular data plan using my phone or hotspot (Verizon, US Cellular, etc.) | <input type="radio"/> Fiber-optic (MHTC, FiberNet, etc.) | <input type="radio"/> Dial-up |
| <input type="radio"/> Use my landline or digital subscriber line (DSL) (Frontier, MHTC, TDS, etc.) | <input type="radio"/> Use an antenna/modem or fixed wireless (MHTC, FiberNet, TDS, Bug Tussel, etc.) | <input type="radio"/> Not sure |
| <input type="radio"/> Use my cable service or cable modem (Spectrum, etc.) | <input type="radio"/> Satellite (Hughes Net, Viasat, etc.) | <input type="radio"/> Other: _____ |

12. Who is your current provider for how you receive broadband internet services (**choose all that apply**)?

- | | | |
|----------------------------------|------------------------------------|-----------------------------------|
| <input type="radio"/> MHTC | <input type="radio"/> CenturyLink | <input type="radio"/> US Cellular |
| <input type="radio"/> TDS | <input type="radio"/> AT&T | <input type="radio"/> Spectrum |
| <input type="radio"/> Frontier | <input type="radio"/> Verizon | <input type="radio"/> Bug Tussel |
| <input type="radio"/> Hughes Net | <input type="radio"/> Viasat | <input type="radio"/> WI Connect |
| <input type="radio"/> FiberNet | <input type="radio"/> Other: _____ | |

13. Is your monthly broadband internet service billed as part of a bundle (TV, phone, internet, etc.)?

- | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|
| Yes | No | I do not know | N/A |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

14. What is your monthly cost (**not bundled cost**) for only your broadband internet service?

- | | | |
|--------------------------------------|------------------------------------|------------------------------------|
| <input type="radio"/> Less than \$40 | <input type="radio"/> \$61 - \$80 | <input type="radio"/> Over \$100 |
| <input type="radio"/> \$40 - \$60 | <input type="radio"/> \$81 - \$100 | <input type="radio"/> Other: _____ |

15. It is valuable to know the speed of your broadband services at your home or home-based business. If you are taking this survey on a computer at a location **other than your home, not using your own** broadband services, or completing this survey **on your smartphone, please do NOT answer** this question by running a speed test.

What is the speed of your broadband connection? If possible, we would like you to check your speed. Please go to your internet browser and type in www.speedtest.net. Then click on Begin Test. **Please note the download and upload speeds (the numbers will be followed by Mbps)**. Place the appropriate number in the corresponding boxes below.

Download Speed _____ Mbps
Upload Speed _____ Mbps

16. If you currently subscribe to broadband internet services, how satisfied are you with the service?

Extremely satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Extremely dissatisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. If you **are NOT satisfied (dissatisfied)** with your broadband internet services, why **(select all that apply)**?

<input type="radio"/> Service is too expensive	<input type="radio"/> Service is inconsistent
<input type="radio"/> Service is too slow	<input type="radio"/> Other: _____

Use of Broadband Internet Services

18. Including yourself, **how many** people in your home use (or would use if service were available) your home broadband internet services daily?

Children up to 12	_____	Adults – Ages 26-45	_____
Teens – Ages 13-18	_____	Adults – Ages 46-65	_____
Adults – Ages 19-25	_____	Adults – Ages 66 and older	_____

19. Currently, how many **hours per week** do the people in your home use (or would use if service were available) your home broadband internet services? **If more than one individual in any age range, then add their usage together.**

	1-5 hours	6-10 hours	11-15 hours	16-20 hours	> 21 hours	N/A
Children up to 12	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teens – Ages 13-18	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adults – Ages 19-25	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adults – Ages 26-45	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adults – Ages 46-65	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adults – Ages 66 & older	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Please indicate how frequently you use (or would use if service were available) your home broadband internet services to engage in each of the following uses:

	Never	Sometimes	Frequently
Job search / apply for or advertise a job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access resources for the management of my farm / business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay bills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shop (Amazon, Walmart, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Looking for OR selling a home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access medical information / services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telecommuting (work from home for your employer)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Home-based business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gaming / video games / streaming online movies and TV	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School / Education / Homework / Coursework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Please identify the digital devices that you currently OR would like to access the internet with from your home broadband internet network (or would access if service were available) (**check all that apply**)?

<input type="radio"/> Streaming device (Chromecast, Apple TV, Amazon Fire TV, etc.)	<input type="radio"/> Tablet / E-reader (Kindle, iPad, etc.)	<input type="radio"/> Gaming System (Xbox, Play Station, Nintendo, etc.)
<input type="radio"/> Desktop computer	<input type="radio"/> Smart TV	<input type="radio"/> Other: _____
<input type="radio"/> Laptop computer	<input type="radio"/> Smartphone	

Value of Broadband Internet Services

22. How important is high-speed broadband internet service to your home?

Extremely important	Very important	Moderately important	Slightly important	Not at all important
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. How much per month would you be willing to pay for **more than adequate** broadband internet service? As a point of reference, the Federal minimum speed standards for **adequate broadband internet services** is **25 Mbps download and 3 Mbps upload**. So, what would you pay for service better than the minimum speeds mentioned?

<input type="radio"/> \$40 - \$60	<input type="radio"/> \$81 - \$100
<input type="radio"/> \$61 - \$80	<input type="radio"/> Over \$100

24. Is there a speed for downloads and uploads that you need or would want (**check all that apply**)?

NOTE: For any live TV streaming services like YouTube TV, Sling TV, Hulu, etc., a minimum of 10-25 Mbps download would be needed depending on how many devices are accessing high-definition content. If you were using multiple devices, 25-50 Mbps downloads or more would be potentially necessary. For streaming video services from Amazon Prime Video, Netflix, Disney +, etc., similar speeds would be necessary, and more if you want multiple devices using this same network for those services or others. It is important as well to consider the number of people in your household and all the devices which may be used in the house simultaneously.

	Need	Want
15 Mbps download / 3 Mbps upload	<input type="radio"/>	<input type="radio"/>
25 Mbps download / 5 Mbps upload	<input type="radio"/>	<input type="radio"/>
50 Mbps download / 10 Mbps upload	<input type="radio"/>	<input type="radio"/>
75 Mbps download / 15 Mbps upload	<input type="radio"/>	<input type="radio"/>
100 Mbps (symmetrical - download/upload)	<input type="radio"/>	<input type="radio"/>
250 Mbps (symmetrical - download/upload)	<input type="radio"/>	<input type="radio"/>
500 Mbps (symmetrical - download/upload)	<input type="radio"/>	<input type="radio"/>
>1,000 Mbps (symmetrical - download/upload)	<input type="radio"/>	<input type="radio"/>

25. If you had broadband internet service at your home **with the speeds you indicated in the last question (need or want)**, how many hours would your household use your broadband services per week?

- | | |
|-----------------------------------|-------------------------------------|
| <input type="radio"/> 1-5 hours | <input type="radio"/> 16-20 hours |
| <input type="radio"/> 6-10 hours | <input type="radio"/> 21-25 hours |
| <input type="radio"/> 11-15 hours | <input type="radio"/> Over 25 hours |

26. Would you be willing to pay an installation fee (one-time) to have high-speed broadband internet services at speeds like how you answered question #24 regarding your needs and/or wants?

A **one-time installation fee**, for example, could pay for the cost to run a fiber optic line (high speed data transmission line) to your home from the street. Or, it could pay to install a utility pole with broadband internet equipment which would provide wireless high-speed broadband internet services to your rural location.

- ☐ Yes ☐ No ☐ Maybe – depends on the amount of money, etc.

27. How much would you be willing to pay for a one-time installation fee to have high-speed broadband internet services to your home?

- | | |
|---------------------------------------|---|
| <input type="radio"/> Less than \$100 | <input type="radio"/> Up to \$750 |
| <input type="radio"/> Up to \$250 | <input type="radio"/> Up to \$1000 |
| <input type="radio"/> Up to \$500 | <input type="radio"/> More than \$1,000 |

Business and Telecommuting Use of Broadband Internet Services

28. Please indicate if someone in your household telecommutes or has a home-based business:

	Yes	No
Current home-based business	<input type="radio"/>	<input type="radio"/>
Future home-based business	<input type="radio"/>	<input type="radio"/>
Current telecommuting	<input type="radio"/>	<input type="radio"/>
Future telecommuting	<input type="radio"/>	<input type="radio"/>

29. Would you be likely to start, move, or grow a business (including a home-based business) in Iowa County if you had access to adequate, reliable and affordable broadband internet services?

Very Unlikely	Unlikely	Not sure N/A	Likely	Very Likely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. If you are involved in Agriculture, how valuable is having broadband internet services for your agriculture business?

Extremely valuable	Very Valuable	Moderately valuable	Not at all valuable	Not involved with Agriculture
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. If you are involved with Agriculture, please **check all the boxes below** that best describe how you use broadband internet services:

<input type="radio"/> Local markets	<input type="radio"/> Information	<input type="radio"/> GPS and precision Ag
<input type="radio"/> World markets	<input type="radio"/> Ag news and events	<input type="radio"/> Other: _____
<input type="radio"/> Buying products	<input type="radio"/> New Ag technology	<input type="radio"/> Not involved with Agriculture

32. How likely would you be to telecommute from your Iowa County address (if supported by your employer) if you had access to adequate, reliable, and affordable broadband internet services?

Very Unlikely	Unlikely	Not sure N/A	Likely	Very Likely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. If you do not use broadband internet services for your home/farm business operation, why not (**check all that apply**)?

<input type="radio"/> Do not see any use for it	<input type="radio"/> Too expensive
<input type="radio"/> Service not available	<input type="radio"/> No Computer
<input type="radio"/> Not a business owner	<input type="radio"/> Other: _____
<input type="radio"/> I do use it for my business	

Additional Information

As we look to find unique solutions to our broadband challenges in the rural landscape, we are looking at all the possibilities. If you live within the city or village limits of a municipality, this may not be applicable. However, we do not know that for sure. So please take a few moments to answer these questions.

Grain silos located on rural properties are being used to expand broadband access to users where high speed data lines are not buried in the ground, etc. The next 3 questions will help us explore these options for providing you and others better broadband internet access.

34. If you were to step outside and look in all directions, can you see a grain silo of your neighbors?

Yes
☐

No
☐

Not sure
☐

N/A
☐

35. Do you have a grain silo on your property that can most likely be seen by any of your neighbors?

Yes
☐

No
☐

N/A
☐

36. If you indicated you have a grain silo on your property, would you be willing to allow broadband technologies to be installed on your grain silo and in return, get discounted (or minimal cost to you) broadband internet services?

Yes
☐

No
☐

Maybe
☐

37. Other options for providing broadband services to more areas include the use of utility (electrical) poles to install wireless broadband equipment. Would you allow a utility pole to be installed on your property (at minimal or no cost) to help yourself and others get better broadband services?

Yes
☐

No
☐

Maybe
☐

38. Would you be interested in helping Iowa County enhance broadband internet services in Iowa County? We feel that participation from everyone to find solutions to address these challenges is important. Your involvement (to be determined) would be greatly appreciated.

☐ Yes

☐ No

39. If you answered YES to question #38, please provide your name and details on the best way to contact you. Please circle your preferred contact method (email or phone).

Name: _____

Email: _____

Phone: _____

40. In order to identify areas that are unserved and underserved, we would like to use your address and your response to create broadband demand maps. Do we have your permission to use your data in this way? **NOTE: Only the address point will be used. No personal identification will be represented on the map. There will be no information on the map that connects the address to the individuals living there.**

Yes
☐

No
☐

41. In what ways has the recent “safer-at-home” orders due to COVID-19 (Coronavirus), impacted the lives of the people living in your household (choose all that apply)?

☐ Individual(s) lost their job
(if so, how many lost their
jobs in your house)

☐ Individual(s) lost work
hours/pay from layoffs,
cutbacks, and/or furloughs

☐ Individual(s) lost their
business

☐ Children home schooling
with successful online
learning

☐ Adult(s) telecommuting
(work from home)
successfully with online
access

☐ Financially unable to pay
all bills (rent, mortgage,
groceries, car payment,
etc.)

☐ Children struggled with
home schooling due to
poor or no access to
broadband internet
services

☐ Individual(s) unable to
telecommute (work from
home) due to poor or no
access to broadband
internet services

☐ No impact on my life or
that of my family

42. Any additional comments?

Thank you for taking the time to take the survey. Your information will be extremely helpful in making a difference in the lives of those living in Iowa County.

Please remember to fold your survey in half (the opposite of how you received it) so that the return address section is facing out. Then tape together, add one first class stamp, and put it in the mail. Thanks!



Please place
one (1) first
class stamp
here (\$0.55)

University of Wisconsin-Madison
Division of Extension
303 W. Chapel Street
Dodgeville, WI 53533

--- Please fold along this line ---

Thank you for taking the time to take the survey. Your information will be extremely helpful in making a difference for those living in Iowa County.

If you have questions regarding the survey, or would like further information, please contact University of Wisconsin-Madison, Division of Extension in Iowa County, Wisconsin.

University of Wisconsin-Madison
Division of Extension
303 W. Chapel Street
Dodgeville, WI 53533
608-930-9850



www.iowa.extension.wisc.edu

Richland County Finance & Personnel Committee

Agenda Item Cover

Agenda Item Name: Broadband planning

Department	County Board	Presented By:	Melissa Luck
Date of Meeting:	May 21, 2021	Action Needed:	Possible Vote on a Motion
Disclosure:	Open	Authority:	
Date submitted:	May 18, 2021	Refer to:	UW Ag & Extension

Recommendation and/or action language: Motion to refer to the UW Agriculture and Extension Committee a recommendation to explore development, funding, and audience for a broadband survey similar to Iowa County that would be sent to Richland County households outside of the city of Richland Center.

Background:

There have been questions from citizens and board members pertaining to the Rural Broadband Expansion grants available the past few years from the State. The attached report (Attachment A) summarizes the grants that have been awarded in Richland County as well as what data is available on the status of broadband in Richland County.

The current PSC maps for broadband availability are not very accurate. There seems to be some hesitation on the part of providers to share detailed maps of where they have fiber in the ground. Although the maps are useful for general information, the information is not necessarily accurate. In an effort to gain detailed knowledge of what the actual status of broadband is in their county, the Iowa County Board sent out a survey to their residents asking specific questions about broadband availability and quality.

Attachments and References:

Attachment A – Broadband Report

Attachment B – UW Extension Report

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input checked="" type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Approval:

Review:

Department Head

Administrator, or Elected Office (if applicable)

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Probation Extension Request

Department	Sheriff	Presented By:	Clay Porter
Date of Meeting:	21 May 2021	Action Needed:	Vote
Disclosure:	Closed Session	Authority:	Committee Structure (D)
Date submitted:	11 May 2021	Referred by:	Sheriff

Recommendation and/or action language:

Request for the committee to move into closed session to discuss and take action on a probation extension of a sheriff's department employee.

Background: *(preferred one page or less with focus on options and decision points)*

The Sheriff is requesting a probation extension of a patrol deputy to be discussed and have action taken.

Attachments and References:

Handbook of Personnel Policies and Work Rules (Page 22, Section 3)	

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input checked="" type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Approval:

Clay Porter

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)