

CRAWFORD COUNTY BOARD OF SUPERVISORS
October 20, 2020

The Crawford County Board of Supervisors met in regular session at the Crawford County Administration Building in Prairie du Chien, Wisconsin on October 20, 2020.

The Board was called to order by Chairman Tom Cornford. Roll was called with all members present, except Supervisors Hayes-Hall, Jerrett, Kuhn and Orr.

The Chairman led the Board in the Pledge of Allegiance. The meeting was verified as being properly posted.

**Motion by Krachey, second by Olson to approve the minutes of the previous meeting.
Motion carried unanimously.**

Cheri Leachman, Human Resources, addressed the Board regarding the program to recognize employees for their years of service. In the future, recognition will take place at the individual committee meetings. Personnel Chairman, Brad Steiner, presented certificates to the following employees:

County Clerk's office, Robin Fisher for 20 years; District Attorney's office, Deborah Kozelka for 35 years and Lindsay Gillitzer for 5 years; Clerk of Court's office, Linda Redman for 25 years; Law Enforcement, Scott Hurda for 20 years, Philip Baumgartner for 15 years, Alexandria Udelhofen for 5 years, and Anthony Berg, Marcus Ploessl, Farshaun Ardestani and Elizabeth LaHaie for 1 year; Highway Department, Joel Lund for 35 years; John McCullick for 25 years, Michelle Jones for 15 years, Douglas Shaw for 5 years, and Don Lenzendorf, Joe Havlik and John Poots, Jr for 1 year; Highway Administration, Deanna Smith for 30 years and Kyle Kozelka for 1 year.

Hettie Brown, Couleecap Executive Director, presented the annual report via Zoom. She thanked the following representatives for their service – Larry Kelley, Larry Quamme, Peggy Gallagher and Roger Slama.

Hettie reported that in 2019 Coulee invested over 8 million dollars in programming and services with the breakdown as follows: 32% Weatherization; 16% Ending Homelessness; 11.8% Affordable Housing; 13.4% Energy Assistance; 12.2% Food Recovery; 3.3% Employment; 4.73% Miscellaneous Community Programs and 6.58% Management, General Administration and Fund Raising.

Hettie reported on the effects of the COVID-19, which has resulted in 800,000 unemployment claims from March 15 through July 15. Of those people making claims, 40% were from people making less than \$40,000. The response of Couleecap to COVID-19 has been delivering food to people in need; providing financial assistance; saving small businesses and supporting the most vulnerable. The rental assistance program, which has been in effect since June will be ending November 24th. A van has been purchased for the delivery of food.

RESOLUTION NO. 14-2020

**RESOLUTION RESCINDING BOARD ACTION SUPPORTING THE BUG TUSSEL
BROADBAND PROPOSAL**

WHEREAS, the Finance Committee has considered the action of the County Board at the August 18, 2020 Board Meeting supporting the “Bug Tussel Wireless Broadband Proposal” and determined that it is in the best interest of the County to recommend and the Committee does recommend that the Board rescind that action in order to avoid present or future misunderstanding and confusion as to the meaning or extent of that action in terms of financial or other commitment.

NOW, THEREFORE, BE IT RESOLVED, that the Crawford County Board of Supervisors does hereby rescind the action of the Board at the August 18, 2020 Board Meeting supporting the “Bug Tussel Wireless Broadband Proposal”.

Dated this 20th day of October, 2020.

FINANCE COMMITTEE:

Duane Rogers, Chairman
Gerald Krachey
Geri Kozelka

Greg Russell
Wayne Jerrett

Passed and approved this 20th day of October, 2020.

Tom Cornford
County Board Chairman

ATTEST:

Janet L. Geisler
County Clerk

Corporation Counsel, Mark Peterson, explained that the Board should not have voted on the matter at the August meeting since it was not on the agenda properly for a vote to take place.

Motion by Kelley, second by Olson to adopt the resolution. Motion carried unanimously.

RESOLUTION NO. 15-2020

**RESOLUTION APPROVING BUDGET APPROPRIATION FOR COUNTY AID BRIDGE
CONSTRUCTION UNDER 81.38 OF THE WISCONSIN STATUTES**

WHEREAS, Section 82.08 of the Wisconsin Statutes requires appropriation by the County of amounts sufficient to defray the expenses of construction or repairing culverts or bridges; and

WHEREAS, the Highway Committee and the Finance Committee have submitted proposed budget itemizing Town and County contributions respectively, for such purposes as listed below;

NOW, THEREFORE, BE IT RESOLVED that the Crawford County Board of Supervisors does hereby approve appropriation by the County for such budget pursuant to Section 82.08 of the Wisconsin Statutes in the amount of:

Municipality	Bridge/Culvert Location	Project #	Project Total	Municipality Share	County Share	County Share Granted
T. Bridgeport	Old Hwy 60	48 & 60" culverts	\$ 17,573.96	8,786.98	8,786.98	8,786.98
T. Bridgeport	Sugar Loaf	330-B-0163	\$ 6,200.00	3,100.00	3,100.00	3,100.00
T. Bridgeport	Tucker Hollow	330-B-0110	\$ 7,626.30	3,813.15	3,813.15	3,813.15
T. Bridgeport	Vineyard Road	330-B-0066	\$ 7,425.00	3,712.50	3,712.50	3,712.50
T. Clayton	Boyle Road	4' culvert	\$ 8,138.63	4,069.31	4,069.32	4,069.32
T. Clayton	Ehorn Road	3' culverts	\$ 13,087.89	6,543.94	6,543.95	6,543.95
T. Clayton	Ehorn Road	331-C-0064	\$ 13,282.53	6,641.26	6,641.27	6,641.27
T. Clayton	North Clayton Road	331-C-0185	\$ 18,826.53	9,413.26	9,413.27	9,413.27
T. Eastman	O'Brien Lane	60" culvert	\$ 9,541.28	4,770.64	4,770.64	4,770.64
T. Freeman	Bible Camp Road	333-B-0189	\$ 1,744.51	872.25	872.26	872.26
T. Haney	Barnum Lane	36" culvert	\$ 3,213.42	1,606.71	1,606.71	1,606.71
T. Haney	Newby Hollow Road	36" culvert	\$ 2,586.63	1,293.31	1,293.32	1,293.32
T. Scott	Byers Road	337-B-0248	\$ 36,125.14	18,062.57	18,062.57	18,062.57
T. Scott	Graham Hollow Road	60" culvert	\$ 6,994.50	3,497.25	3,497.25	3,497.25
T. Seneca	Benhardt Ridge Road	48" culvert	\$ 5,028.53	2,514.26	2,514.27	2,514.27
T. Seneca	Oak Grove Ridge	36" culvert	\$ 3,493.03	1,746.51	1,746.52	1,746.52
T. Seneca	Russ Road	72" culvert	\$ 10,582.38	5,291.19	5,291.19	5,291.19
V. Bell Ctr	Second Street	341-P-0710	\$ 96.00	48.00	48.00	48.00
V. Bell Ctr	Sand Creek Road	341-P-0701	\$ 400.00	200.00	200.00	200.00
V. Bell Ctr	Sand Hill Road	341-P-0700	\$ 616.99	308.49	308.50	308.50
V. Bell Ctr	Sand Creek Road	4' box culvert	\$ 275.00	137.50	137.50	137.50
			\$ 172,858.25	\$ 86,429.08	\$ 86,429.17	\$ 86,429.17

Motion by Flansburgh, second by Dull to adopt the resolution. Motion carried unanimously.

RESOLUTION NO. 16-2020

RESOLUTION FOR FUNDING FOR PSAP GRANTS

WHEREAS, modernizing Wisconsin's 911 system has been a priority for local governments, Public Safety Answering Points (PSAPs), law enforcement, and the telecommunications industry since the early 2000s; and

WHEREAS, the 2017-19 and the 2019-21 state biennial budgets provided funding for creation of a statewide emergency services IP network (ESInet), which is the first step in the transition to a digital Next Generation 911 (NG911) system;

WHEREAS, a NG911 system utilizes advancements in technology to improve communication with 911 operators and provides greater efficiency in assisting individuals in crisis; and

WHEREAS, local 911 centers (PSAPs) require NG911 capable equipment to connect to the digital system; and

WHEREAS, currently many PSAPs require an upgrade of their equipment to NG911 or will require maintenance and security upgrades to their current NG911 capable equipment; and

WHEREAS, the average cost for the necessary equipment upgrades will like exceed \$250,000 per county in addition to ongoing maintenance costs based on the number of call stations in the PSAP; and

WHEREAS, while the state has provided grant funding for counties in the past to upgrade local PSAPs, state funding has not existed in over a decade; and

WHEREAS, the state currently has a fund – the Police and Fire Protection Fund – which its original intent was to fund county PSAP upgrades; and

WHEREAS, revenue from the Police and Fire Protection Fund has been diverted to the state general fund and had never been utilized for its intended purpose.

NOW, THEREFORE, BE IT RESOLVED that Crawford County does hereby urge the Governor and Wisconsin State Legislature to allocate \$15 million annually for grants to PSAPs through the Police and Fire Protection Fund for the upgrade of their equipment and the ongoing maintenance and upgrades as required; and

BE IT FURTHER RESOLVED that the Governor and Wisconsin State Legislature should support the Department of Military Affairs budget request to continue the build of the ESInet and for an annual appropriation for the ongoing maintenance of the system.

PUBLIC SAFETY:

Gari Lorenz Brad Steiner
Greg Russell
Donald Stirling

Motion by Steiner, second by Munson to adopt the resolution. Motion carried unanimously.

Chairman Cornford stated we will now consider the Ordinance Amending Portion of Section 7.08 – All Terrain Vehicle (ATV) Utility Terrain Vehicle (UTV) Routes and Trails.

Motion by Munson, second by Steiner to read the ordinance by title only. Motion carried unanimously.

ORDINANCE NO. 228-2020

AN ORDINANCE AMENDING PORTIONS OF SECTION 7.08 OF THE CRAWFORD COUNTY CODE OF ORDINANCES RELATING TO ALL-TERRAIN VEHICLE (ATV) AND UTILITY-TERRAIN VEHICLE (UTV) OPERATION LIMITATIONS AND APPROVING ROUTES AND TRAILS

The Crawford County Board of Supervisors do ordain as follows:

Section I: That the following portions of Crawford County Ordinance Section 7.08 are hereby amended to read as follows:

“7.08 - ALL-TERRAIN VEHICLE (ATV)/UTILITY-TERRAIN VEHICLE (UTV) ROUTES AND TRAILS .

(10) ATV/UTV ROUTES AS AUTHORIZED BY THE COUNTY BOARD OF SUPERVISORS ON STATE AND COUNTY TRUNK HIGHWAYS.

Trunk Hwy.	Section Description	Municipality
STH 27	Plum Creek Road to Kahoun Street	Village of Eastman
STH 27	Water Street to CTH D	Village of Eastman
STH 131	Stockyard Road to STH 179 (Per 7.08(4)(a)(4))	Village of Steuben
STH 131	New Well Road to Atley Street	Village of Soldiers Grove
STH 131	Atley Street to Eugene P Moran Park Drive (Per 7.08(4)(a)(4))	Village of Soldiers Grove

STH 171	North Halls Branch Road to Freeman Road	Village of Mt Sterling/Town of Utica
STH 171	Sand Creek Road to Store Road/USH 61	Town of Clayton
STH 171	Store Road to Sleepy Hollow Road	Town of Clayton
STH 171	West Point Road to Old Gays Road (Per 7.08(4)(a)(4))	Village of Gays Mills
STH 171	Old Gays Road to West River Road	Village of Gays Mills
STH 171	West River Road to School St (Per 7.08(4)(a)(4))	Village of Gays Mills
STH 179	Bridge Street to STH 131	Village of Steuben
STH 179	Duha Ridge Road to Morovits Hollow Road	Town of Eastman
STH 179	Walker Hollow Road to Kickapoo Valley Road (Per 7.08(4)(a)(4))	Towns of Eastman and Marietta/ Village of Steuben
CTH B	STH 35 to STH 27	Towns of Freeman and Utica
CTH B	Vernon County Line to STH 131	Towns of Utica and Clayton
CTH C	STH 35 (V. Ferryville) to STH 131 (V. Soldiers Grove)	Towns of Freeman, Utica and Clayton/ Villages of Ferryville and Soldiers Grove
CTH C	River Road to Eugene P Moran Park Drive	Town of Clayton / Village of Soldiers Grove
CTH D	STH 35 (Charme) to STH 27 (V. Eastman)	Town of Eastman/Village of Eastman
CTH E	STH 35 (V. of Lynxville) to STH 27	Village of Lynxville/Town of Seneca
CTH E	STH 27 to STH 179	Towns of Seneca and Eastman
CTH E	STH 131 to STH 60	Village of Steuben and Town of Marietta
CTH H	USH 61 to STH 171	Town of Clayton
CTH J	CTH C to Vernon County Line	Town of Utica
CTH K	City of Prairie du Chien to BNSF Railroad	Town of Prairie du Chien
CTH N	STH 27 to STH 60	Towns of Eastman and Wauzeka/ Village of Wauzeka
CTH S	STH 27 to Richland County	Towns of Seneca, Haney and Scott/ Village of Bell Center
CTH U	Richland County Line to Richland	Town of Utica

	County Line	
CTH W	STH 131 (Barnum) to Richland County	Towns of Haney and Scott
CTH X	STH 131 to Vernon County Line	Town of Clayton

(11) ATV/UTV TRAILS AS AUTHORIZED BY THE COUNTY BOARD OF SUPERVISORS ON STATE AND COUNTY TRUNK HIGHWAY RIGHTS-OF-WAY.

Trunk Hwy.	Section Description	Municipality
STH 27	Benhardt Ridge Road to Burns Road	Town of Seneca
STH 27	CTH E to CTH E	Town of Seneca
CTH S	Bridge B-12-0190 to North Halls Branch Road	Towns Haney / Seneca

Commissioner Kyle Kozelka explained that the routes are the only thing that has been changed. All County trunk highways have opened up however this still doesn't connect all of the roads in the County.

Motion by Flansburgh, second by Olson that the ordinance be given the second reading by title only. The motion carried and the Clerk gave the second reading by title only.

Chairman Cornford stated the ordinance having been read several times the question is, "Shall the ordinance pass?"

Motion by Dull, second by Kelley to adopt the ordinance. Motion carried unanimously upon call of the roll.

Section II: This Ordinance shall become effective in upon its passage and publication as required by law.

Dated this 20th day of October, 2020.

HIGHWAY COMMITTEE:

**Thomas G. Cornford
Gerald Krachey
David Olson
Derek Flansburgh
Carl Orr**

Passed and approved this 20th day of October, 2020.

Thomas G. Cornford
County Board Chairman

ATTEST:

Janet L. Geisler
County Clerk

Published this day of October 2020.
Effective this day of October 2020.

Chairman Cornford stated we will now consider the Ordinance Amending, Repealing and Recreating Portion of Chapter 4 Crawford County Ordinances – 4.43 Fraud Risk Control Policy.

Motion by Munson, second by Steiner to read the ordinance by title only. Motion carried unanimously.

ORDINANCE NO. 229-2020

ORDINANCE AMENDING, REPEALING AND RECREATING PORTIONS OF CHAPTER 4 – CRAWFORD COUNTY CODE OF ORDINANCES

The Crawford County Board of Supervisors do ordain as follows:

Section 1. That the Crawford County Code of Ordinances Number 4.43 of the Personnel Policy relating to fraud is amended, repealed and recreated as follows:

4.43 - Fraud Risk Control/Whistleblower Protection Policy.

- (1) This policy is intended to encourage and enable Board members, staff, volunteers and others to report suspected or actual occurrences(s) of illegal, unethical, or inappropriate conduct and actions such safety and health violation, discrimination, and any other activity prohibited by law.
- (2) It is the responsibility of everyone to report violations of governing laws, regulations or policies. If any Crawford County employee has information which he/she reasonably believes to show that the County, its officers, employees or agents are engaged in unlawful conduct or activities, that employee has an affirmed obligation to report or disclose that information to Crawford County so corrective measures can be put in place immediately for the County's protection.

- (3) The Whistleblower will report any suspected or actual event to his/her supervisor immediately. This report can be in person, or in writing. The Supervisor will report the complaint or concerns to the Human Resources Specialist. If the concern involves the immediate supervisor, or if a supervisor's response seems unsatisfactory, the Whistleblower may contact the Human Resources Specialist to make the report. Anyone can make an anonymous complaint.
- (4) Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith, and have reasonable grounds for believing the information reported indicates a violation.
- (5) Anyone who retaliates against the Whistleblower reporting in good faith will be subject to discipline – up to and including termination.
- (6) A Whistleblower who makes a report that is not done in good faith is subject to discipline, up to and including termination.
- (7) It is the policy of Crawford County to investigate any alleged unlawful conduct, determine the validity of the information submitted, notify enforcement authorities when appropriate, and take corrective actions as required. Crawford County has an affirmative obligation to the general public and its employees to take immediate action warranted.
- (8) The Human Resources Specialist will immediately notify the Audit and Finance Committees of any concerns or complaints regarding accounting practices to include fraudulent bookkeeping, embezzling, theft, misappropriation of funds, internal controls or auditing, and will work with the committee(s) until the matter is resolved.
- (9) Crimes against person or property, such as threats to personal safety, assault, or burglary will be referred to local Law Enforcement personnel.
- (10)

The Human Resources Specialist in conjunction with appropriate staff and/or Board members will investigate all Whistleblower complaints. The investigation will be prompt, thorough and work towards an ethical conclusion. If the Whistleblower is known, they will receive a report within five business days of the initial report, regarding the investigation, disposition or resolution of the issue. Anonymous complaints will be investigated based on the extent of the information provided will allow.
- (11)

If the investigation of a report, that was done in good faith and investigated per this policy, is not to the Whistleblower's satisfaction, then he/she has the right to report the event to the appropriate legal or investigative agency.

(12)

The identity of the Whistleblower, if known, shall remain confidential, unless the issue requires investigation by law enforcement. The Whistleblower will be advised if this is deemed necessary.

(13)

This policy shall not be construed or implemented in any manner which would restrict any public employee's protected Constitutional right to speak freely as a private citizen on his/her won time about matters of public concern. Crawford County reserves all right inherent in its authority to apply this policy as it deems necessary to efficiently and effectively conduct this lawful business of County government.

(14)

A copy of this policy shall be provided to each employee.

Section 2. Effective Date. This ordinance shall be effective from and after its passage and publication as required by law.

PERSONNEL:

**Brad Steiner
Gerald Krachey
Brad Steiner
Larry Kelley**

**Published this day of October 2020.
Effective this day of October 2020.**

Cheri Leachman, Human Resources, explained that there was no actual change to the policy but rather just to clean up the former policy. She reported that everyone in the County has the right to report any illegal activities.

Motion by Krachey, second by Flansburgh that the ordinance be given the second reading by title only. The motion carried and the Clerk gave the second reading by title only.

Chairman Cornford stated the ordinance having been read several times the question is, "Shall the ordinance pass?"

Motion by Steiner, second by Munson to adopt the ordinance. Motion carried unanimously upon call of the roll.

Chairman Cornford stated we will now consider the Ordinance Deleting 4.17 of the Crawford County Code of Ordinances.

The Clerk explained that it was necessary to delete this section of the ordinances since the new Workplace and Sexual Harassment Policy will be replacing this section.

ORDINANCE NO. 230-2020

**ORDINANCE DELETING 4.17
CRAWFORD COUNTY CODE OF ORDINANCES**

The Crawford County Board of Supervisors do ordain as follows:

Section 1. That the Crawford County Code of Ordinances Number 4.17 relating to Discrimination is deleted in its entirety from the Code of Ordinances.

Section 2. Effective Date. This ordinance shall be effective from and after its passage and publication as required by law.

PERSONNEL COMMITTEE:

**Brad Steiner
Duane Rogers
Gerald Krachey
Larry Kelley**

Published this day of October 2020.

Effect this day of October 2020.

Motion by Dull, second by Flansburgh to adopt the ordinance. Motion carried unanimously upon call of the roll.

Chairman Cornford stated we will now consider the Ordinance Amending, Repealing and Recreating Portions of Chapter 4 of the Crawford County Code of Ordinances – 4.40 Workplace and Sexual Harassment Policy.

Motion by Munson, second by Steiner to read the ordinance by title only. Motion carried unanimously.

Cheri Leachman, Human Resources, reported that the ordinance has been updated due to the latest Supreme Court ruling.

ORDINANCE NO. 231-2020

ORDINANCE AMENDING, REPEALING AND RECREATING PORTIONS OF CHAPTER 4 – CRAWFORD COUNTY CODE OF ORDINANCES

The Crawford County Board of Supervisors do ordain as follows:

Section 1. That the Crawford County Code of Ordinances Number 4.40 of the Personnel Policy relating to Workplace and Sexual Harassment is amended, repealed and recreated as follows:

4.40 Anti-Harassment/Discrimination Policy and Complaint Procedure

Objective

Crawford County strives to create and maintain a work environment in which people are treated with dignity, decency and respect. The environment of the County should be characterized by mutual trust and the absence of intimidation, oppression and exploitation. Crawford County will not tolerate unlawful discrimination or harassment of any kind. Through enforcement of this policy and by education of employees, Crawford County will seek to prevent, correct and discipline behavior that violates this policy.

All employees, regardless of their positions, are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any employee who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension, or termination of employment.

Managers and supervisors who knowingly allow or tolerate discrimination, harassment or retaliation, including the failure to immediately report such misconduct to human resources (HR), are in violation of this policy and subject to discipline.

Prohibited Conduct Under This Policy

Crawford County, in compliance with all applicable federal, state and local anti-discrimination and harassment laws and regulations, enforces this policy in accordance with the following definitions and guidelines:

Discrimination

It is a violation of Crawford County's policy to discriminate in the provision of employment opportunities, benefits or privileges; to create discriminatory work conditions; or to use discriminatory evaluative standards in employment if the basis of that discriminatory treatment is, in whole or in part, the person's race, color, national origin, age, religion, disability status, sex, sexual orientation, gender identity or expression, genetic information or marital status. Discrimination of this kind may also be strictly prohibited by a variety of federal, state and local laws, including Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1967 and

the Americans with Disabilities Act of 1990. This policy is intended to comply with the prohibitions stated in these anti-discrimination laws.

Discrimination in violation of this policy will be subject to disciplinary measures up to and including termination.

Harassment

Crawford County prohibits harassment of any kind, including sexual harassment, and will take appropriate and immediate action in response to complaints or knowledge of violations of this policy. For purposes of this policy, harassment is any verbal or physical conduct designed to threaten, intimidate or coerce an employee, co-worker, or any person working for or on behalf of Crawford County.

The following examples of harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

- Verbal harassment includes comments that are offensive or unwelcome regarding a person's national origin, race, color, religion, age, sex, sexual orientation, pregnancy, appearance, disability, gender identity or expression, marital status or other protected status, including epithets, slurs and negative stereotyping.
- Nonverbal harassment includes distribution, display or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows hostility, aversion or disrespect toward an individual or group because of national origin, race, color, religion, age, gender, sexual orientation, pregnancy, appearance, disability, sexual identity, marital status or other protected status.

Sexual harassment

Sexual harassment is a form of unlawful employment discrimination under Title VII of the Civil Rights Act of 1964 and is prohibited under Crawford County's anti-harassment policy. According to the Equal Employment Opportunity Commission (EEOC), sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature ... when ... submission to or rejection of such conduct is used as the basis for employment decisions ... or such conduct has the purpose or effect of ... creating an intimidating, hostile or offensive working environment."

Sexual harassment occurs when unsolicited and unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature:

- Is made explicitly or implicitly a term or condition of employment.
- Is used as a basis for an employment decision.
- Unreasonably interferes with an employee's work performance or creates an intimidating, hostile or otherwise offensive environment.

Sexual harassment may take different forms. The following examples of sexual harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

- Verbal sexual harassment includes innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and threats; requests for any type of sexual favor (this includes repeated, unwelcome requests for dates); and verbal abuse or “kidding” that is oriented toward a prohibitive form of harassment, including that which is sexual in nature and unwelcome.
- Nonverbal sexual harassment includes the distribution, display or discussion of any written or graphic material, including calendars, posters and cartoons that are sexually suggestive or show hostility toward an individual or group because of sex; suggestive or insulting sounds; leering; staring; whistling; obscene gestures; content in letters, notes, facsimiles, e-mails, photos, text messages, tweets and Internet postings; or other forms of communication that are sexual in nature and offensive.
- Physical sexual harassment includes unwelcome, unwanted physical contact, including touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault.

Courteous, mutually respectful, pleasant, noncoercive interactions between employees that are appropriate in the workplace and acceptable to and welcomed by both parties are not considered to be harassment, including sexual harassment.

Consensual Romantic or Sexual Relationships

Crawford County strongly discourages romantic or sexual relationships between a manager or other supervisory employee and an employee who reports directly or indirectly to that person, because such relationships tend to create compromising conflicts of interest or the appearance of such conflicts. In addition, such a relationship may give rise to the perception by others that there is favoritism or bias in employment decisions affecting the staff employee. Moreover, given the uneven balance of power within such relationships, consent by the staff member is suspect and may be viewed by others, or at a later date by the staff member, as having been given as the result of coercion or intimidation. The atmosphere created by such appearances of bias, favoritism, intimidation, coercion or exploitation undermines the spirit of trust and mutual respect that is essential to a healthy work environment. If there is such a relationship, the parties need to be aware that one or both may be moved to a different department or other actions may be taken.

If any employee of Crawford County enters into a consensual relationship that is romantic or sexual in nature with an employee who reports directly or indirectly to that employee, or if one of the parties is in a supervisory capacity in the same department in which the other party works, the parties must notify the HR director or other appropriate County Supervisor. Because of potential issues regarding quid pro quo harassment, Crawford County has made reporting mandatory. This requirement does not apply to employees who do not work in the same

department or to parties where neither one supervises or otherwise manages responsibilities over the other.

Once the relationship is made known to Crawford County, the company will review the situation with human resources in light of all the facts (reporting relationship between the parties, effect on co-workers, job titles of the parties, etc.) and will determine whether one or both parties need to be moved to another job or department. If it is determined that one party must be moved, and there are jobs in other departments available for both, the parties may decide who will be the one to apply for a new position. If the parties cannot amicably come to a decision, or the party is not chosen for the position applied for, the HR director and senior management will decide which party will be moved. That decision will be based on which move will be least disruptive to the organization as a whole. If no other jobs are available for either party, the parties will be given the option of terminating their relationship or resigning.

Retaliation

No hardship, loss, benefit or penalty may be imposed on an employee in response to:

- Filing or responding to a bona fide complaint of discrimination or harassment.
- Appearing as a witness in the investigation of a complaint.
- Serving as an investigator of a complaint.

Lodging a bona fide complaint will in no way be used against the employee or have an adverse impact on the individual's employment status. However, filing groundless or malicious complaints is an abuse of this policy and will be treated as a violation.

Any person who is found to have violated this aspect of the policy will be subject to discipline up to and including termination of employment.

Confidentiality

All complaints and investigations are treated confidentially to the extent possible, and information is disclosed strictly on a need-to-know basis. The identity of the complainant is usually revealed to the parties involved during the investigation, and the HR director will take adequate steps to ensure that the complainant is protected from retaliation during and after the investigation. All information pertaining to a complaint or investigation under this policy will be maintained in secure files within the HR department.

Complaint procedure

Crawford County has established the following procedure for lodging a complaint of harassment, discrimination or retaliation. The company will treat all aspects of the procedure confidentially to the extent reasonably possible.

1. Complaints should be submitted as soon as possible after an incident has occurred, preferably in writing. The HR director may assist the complainant in completing a written

statement or, in the event an employee refuses to provide information in writing, the HR director will dictate the verbal complaint.

2. Upon receiving a complaint or being advised by a supervisor or manager that violation of this policy may be occurring, the HR director will notify the Chairman of the Personnel Committee and if directed review the complaint with the County's legal counsel.
3. The HR director will initiate an investigation to determine whether there is a reasonable basis for believing that the alleged violation of this policy occurred.
4. If necessary, the complainant and the respondent will be separated during the course of the investigation, either through internal transfer or administrative leave.
5. During the investigation, the HR director, together with legal counsel or other management employees, will interview the complainant, the respondent and any witnesses to determine whether the alleged conduct occurred.
6. Upon conclusion of an investigation, the HR director or other person conducting the investigation will submit a written report of his or her findings to the Chairman of the Personnel Committee. If it is determined that a violation of this policy has occurred, the HR director will recommend appropriate disciplinary action. The appropriate action will depend on the following factors:
 - a) the severity, frequency and pervasiveness of the conduct;
 - b) prior complaints made by the complainant;
 - c) prior complaints made against the respondent; and
 - d) the quality of the evidence (e.g., firsthand knowledge, credible corroboration).

If the investigation is inconclusive or if it is determined that there has been no violation of policy but potentially problematic conduct may have occurred, the HR director may recommend appropriate preventive action.

7. The Personnel Committee will review the investigative report and any statements submitted by the complainant or respondent, discuss results of the investigation with the HR director and other management staff as appropriate, and decide what action, if any, will be taken.
8. Once a final decision is made by the Personnel Committee, the HR director will meet with the complainant and the respondent separately and notify them of the findings of the investigation. If disciplinary action is to be taken, the respondent will be informed of the nature of the discipline and how it will be executed.

Alternative legal remedies

Nothing in this policy may prevent the complainant or the respondent from pursuing formal legal remedies or resolution through local, state or federal agencies or the courts.

Section 2. Effective Date. This ordinance shall be effective from and after its passage and publication as required by law.

PERSONNEL:
Brad Steiner
Gerald Krachey
Duane Rogers
Larry Kelley

Published this day of October 2020.
Effective this day of October 2020.

Motion by Flansburgh, second by Dull that the ordinance be given a second reading by title only. The motion carried and the Clerk gave the second reading.

Chairman Cornford stated the ordinance having been read several times the question is, "Shall the ordinance pass?"

Motion by Olson, second by Stirling to adopt the ordinance. Motion carried unanimously upon call of the roll.

REPORT OF THE GENERAL CLAIMS COMMITTEE

To: The County Board of Crawford County

We, your Committee on General Claims, respectfully report that we have audited the following claims against Crawford County and recommend that the same be allowed as set forth in the right hand column of the following reports.

Audit and General Claims Committee:

Wade Dull Geri Kozelka
Brad Steiner

2020 Assessment of Dogs

Dogs	Assessors	Claimed	Allowed
130	T. Cornford, T. of Prairie du Chien	\$130.00	\$130.00
	Total	\$130.00	\$130.00

2020 Cemetery Claims

Cemetery	Payable to:	Claimed	Allowed
Barnum	Town of Haney	\$24.00	\$24.00
Bell Center	Village of Bell Center	\$33.00	\$33.00
Boydtown	Boydtown Cemetery	\$42.00	\$42.00
Bridgeport	Town of Bridgeport	\$36.00	\$36.00
Calvary	Calvary Cemetery	\$21.00	\$21.00
Campbell	Town of Eastman	\$75.00	\$75.00
Coleman/Whiteaker	Coleman/Whiteaker Cem	\$84.00	\$84.00
Crow Hollow	Town of Haney	\$ 6.00	\$ 6.00
Dickson	V. of Lynxville	\$192.00	\$192.00
Eastman National	Eastman Nat. Cem	\$87.00	\$87.00
Ferryville	V. of Ferryville	\$126.00	\$126.00
Forest Hill	V. of Soldiers Grove	\$144.00	\$144.00
Freeman	Freeman Cem Assoc.	\$120.00	\$120.00
Frenchtown	T. of Prairie du Chien	\$15.00	\$15.00
Georgetown	T. of Scott	\$30.00	\$30.00
German Ridge	German Ridge Cem.	\$12.00	\$12.00
Green & Union	T. of Marietta	\$36.00	\$36.00
Haney Ridge	Haney Ridge Cem Assoc	\$237.00	\$237.00
Haney Valley	T. of Haney	\$15.00	\$15.00
Hickory Grove/Stuart	T. of Seneca	\$63.00	\$63.00
Kast(Mt. Pleasant)	Kast-Mt. Pleasant Cem	\$45.00	\$45.00
Montgomeryville	Montgomeryville Cem	\$78.00	\$78.00
Mook	Mook Cemetery	\$96.00	\$96.00
Mt. Sterling Luth.	Mt. Sterling Cem Assoc	\$147.00	\$147.00
Mt. Vernon	T. of Freeman	\$33.00	\$33.00
North Clayton	North Clayton Cem Assoc	\$327.00	\$327.00
Pioneer	V. of Mt. Sterling	\$45.00	\$45.00
Pleasant Mound	T. of Marietta	\$78.00	\$78.00
Posey	T. of Marietta	\$ 15.00	\$15.00
PDC Evergreen	PDC Evergreen Cem Assoc	\$150.00	\$150.00
Rush Creek	T. of Freeman	\$18.00	\$18.00
Sacred Heart	Sacred Heart Cem.	\$54.00	\$54.00
St. Gabriel's	St. Gabriel's Cem Assoc	\$69.00	\$69.00
St. James Catholic	St. James Catholic Cem	\$129.00	\$129.00
St. Patrick's	St. Patrick's Cem Assoc	\$174.00	\$174.00
St. Philip's	St. Philip's Cem. Assoc	\$162.00	\$162.00
St. Wenceslaus	St. Wenceslaus Cem	\$201.00	\$201.00
Shanghai Ridge	Shanghai Ridge Cem	\$39.00	\$39.00
South Kickapoo	South Kickapoo Cem	\$75.00	\$75.00
Sugar Grove	Sugar Grove Cem Assoc	\$219.00	\$219.00
Towerville	T. of Utica	\$42.00	\$42.00
Union Hill (Mt Zion- Town of Scott)	Union Hill Cem Assoc	\$255.00	\$255.00

Utica Lutheran	Utica Lutheran Cem Assoc	\$285.00	\$285.00
Utica Seneca	Utica Seneca Cem Assoc	\$216.00	\$216.00
Wauzeka	Wauzeka Cem Assoc	\$102.00	\$102.00
Wayne	T. of Marietta	\$72.00	\$72.00
Yankeetown	Yankeetown Cem	\$54.00	\$54.00
	Total	\$4,578.00	\$4,578.00

Motion by Steiner, second by Dull to approve the report of the General Claims committee. Motion carried unanimously.

Under committee reports, Supervisor Dull reported that the Fair Coordinator has resigned from her position. Also a new carnival will need to be found for next year.

Dave Troester, County Conservationist addressed the Board to give a report from the CAFO study group. Dave advised that the moratorium on the expansion and creation of new livestock facility siting operations became effective December 31, 2019.

Community dialog began in September, which gave people the opportunity to express their concerns. At the September meeting of the Soil and Water committee a motion was made to extend the moratorium for 12 months and that motion failed.

The Driftless area water study is being conducted to see what the current state of the ground water is. One hundred samples should be received in another week. Results from the study should be known in December. It is hoped to test water again in the spring to get a baseline data.

Forrest Jahnke addressed the Board via Zoom to express his thoughts on the quality of the water through rivers, streams and groundwater.

Jessica Spayde, Community Development Education from UW-Extension, addressed the Board next. She explained the various options that the County has for moving forward which are: rely on the current state and local regulations; focus/increase conservation outreach and education; update the livestock siting ordinance.

If the current moratorium isn't extended or get something changed by the end of December 31, 2019, things would go back to the way that they were before. Any application that comes in would be tied to the standards that are currently in place.

Under department reports, Cheri Leachman explained that after a department head meeting it was decided that the various departments would report at each meeting to explain what their department does.

Treasurer Deanne Lutz reported to the Board on Act 185, which the Board had voted on to give the public an extension on the payment of the second half of their taxes until October 1st. A lot of taxpayers utilized that delay. The sales tax collected should be right on for what was projected in the

budget. A comparison was shown of the monthly income and disbursement from the entire year of 2019 and January through September 2020.

There being no further business to come before the Board there was **a motion by Dull, second by Krachey to adjourn. Motion carried unanimously and the meeting adjourned.**

STATE OF WISCONSIN
(ss)
COUNTY OF CRAWFORD

I, Janet L. Geisler, Clerk of County of Crawford, State of Wisconsin, do hereby certify that the foregoing is a true and correct copy of the Journal of Proceedings of the Crawford County Board of Supervisors at the Regular Session on October 20, 2020.

Janet L. Geisler, Crawford County Clerk