Chippewa County
Executive Committee
Regular Meeting
December 2, 2025
Chippewa County Courthouse, Room 302
4:00 PM

1. Call to Order

The Chair called the meeting to order at 04:00 PM

2. Roll Call

Members Present:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Members Absent:	
Others Present:	Andy Albarado, Traci Bremness, Leah Simington, Richelle Rizzo, Todd Pauls, Toni Hohlfelder, Andy Bauer

3. Members of the Public Wishing to Be Heard

(Comments will be limited to 5 minutes per speaker.)

4. Consent Agenda

(Unless separation of an item is requested, all items will be adopted under one motion.)

Motion:	Approved
Result:	**Passed (5 - 0)**
Mover:	Jason Bergeron
Seconder:	Joel Seidlitz
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Nayes:	None
Absent:	

1. Approve the Agenda
2. Approve the Minutes - November 18, 2025
3. Schedule Next Meeting Date - December 16, 2025

5. Reports

1. Financial Update (3rd Quarter) - Leah Simington

   Simington presented the financials through September 30, 2025. This item was reviewed by the committee and will be forwarded to the County Board for review at the 12/09/2025 meeting.

6. Updates, Announcements, and Correspondence

1. County Board Chair Report
2. County Administrator Operation Report

7. Business Items

1. Resolution Authorizing Submission of the Application for Community Development Block Grant Funds on Behalf of the West Central Wisconsin Housing Region - Richelle Rizzo

Rizzo explained there will be a public hearing at the December County Board meeting. Chippewa County serves as the grant administrator for the region. The loans are 0% interest until the homeowners no longer occupy the residence. This is the seventh grant application for the ten-county region that includes Barron, Buffalo, Chippewa, Clark, Dunn, Eau Claire, Pepin, Pierce, Polk and St. Croix counties.

This item was reviewed by the committee and will be forwarded to the County Board for review at the 12/09/2025 meeting.

Motion:	Forwarded to the County Board
Result:	**Passed (5 - 0)**
Mover:	Peter Gehring
Seconder:	Joel Seidlitz
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Nayes:	None
Absent:	

2. Resolution Authorizing the Creation of an Ad Hoc Emergency Medical Services (EMS) Committee to Study EMS Services in Chippewa County - Andy Albarado

Albarado gave an update on the issue and explained the agencies are having a hard time staffing the calls. The Ad Hoc Committee will study this issue and make a recommendation to the Executive Committee. The County does not want to take over EMS. Extension will help to facilitate the discussions. The goal is to meet regularly to review the data and bring back a recommendation for further action.

This item was reviewed by the committee and will be forwarded to the County Board for review at the 12/09/2025 meeting.

Motion:	Forwarded to the County Board
Result:	**Passed (5 - 0)**
Mover:	Peter Gehring
Seconder:	Jason Bergeron
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Nayes:	None
Absent:	

3. Policy Revisions for Use of Fund Balance/Non-Lapsing Accounts – Andy Albarado

Albarado gave an update on the proposed revisions. This item was reviewed by the committee and will be forwarded to the County Board for review at the 12/09/2025 meeting.

Motion:	Forwarded to the County Board
Result:	**Passed (5 - 0)**
Mover:	Jason Bergeron
Seconder:	Peter Gehring
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Nayes:	None
Absent:	

4. Review the Process and Timeline for the County Administrator’s Annual Performance Evaluation – Toni Hohlfelder

Hohlfelder reviewed the evaluation process and timeline. The committee approved the information as presented.

Motion:	Approved
Result:	**Passed (5 - 0)**
Mover:	Jason Bergeron
Seconder:	Joel Seidlitz
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Nayes:	None
Absent:	

8. Agenda Items for Future Consideration

9. Adjourn

The meeting adjourned at: 04:43 PM

Result:	**Passed (5 - 0)**
Mover:	Joel Seidlitz
Seconder:	Jason Bergeron
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Absent:	

Chippewa County

Executive Committee

Regular Meeting
November 18, 2025
Chippewa County Courthouse, Room 302
4:00 PM

1. Call to Order

The Chair called the meeting to order at 04:00 PM

2. Roll Call

Members Present:
Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz

Members Absent:

Others Present:
Andy Albarado, Traci Bremness, Deb Blevins, Todd Pauls, Andy Bauer, Melanie McManus, Leah Simington, Karen Lotts, Brian Flynn, Pam Guthman, Allison Wisniewski, Toni Hohlfelder, Mike Sanders, Bob Krause, Mickey Judkins, Nick Smith, Dr. Dixon, Dr. Thapar, Dr. Longbella, Patty Darley, Jeff Darley, Lori Geissler, Karl Green, Eric Rygg, Rick Daniels, Andrea Blaeser, Tom Larson, Angela Quick

3. Members of the Public Wishing to Be Heard

(Comments will be limited to 5 minutes per speaker.)

4. Consent Agenda

(Unless separation of an item is requested, all items will be adopted under one motion.)

Motion:	Approved
Result:	**Passed (5 - 0)**
Mover:	Jason Bergeron
Seconder:	Charles Bomar
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Nayes:	None
Absent:	

1. Approve the Agenda

2. Approve the Minutes - October 7, 2025

3. Schedule Next Meeting Date - December 2, 2025

5. Reports

1. Update on Agenda Management Software and Notifications

   The new agenda management software is live. With the new system everyone needs to sign up themselves on the portal if they want to receive email notifications when agendas are posted.

2. Register of Deeds Dashboard - Melanie McManus

   McManus reviewed the dashboard metrics for Register of Deeds.

3. Information Technology Division Dashboard - Andy Bauer

Bauer reviewed the dashboard metrics for the IT Division.

4. Chippewa Valley Health Cooperative Request for $10 Million Loan from the Wisconsin Board of Commissioners of Public Lands (BCPL) to Help Finance the Interim Chippewa Valley Cooperative Hospital in Chippewa Falls – Mike Sanders

Albarado gave an introduction and explained the CVHC is here to present their official request but they do have some concern with providing the complete feasibility study and financials in open session.

Mike Sanders provided an overview of the project. See the PowerPoint on file for more details. Their mission is to provide high quality, lower cost healthcare. The CVHC now has 501c3 status and have 1,400+ members. So far they have raised $13+ million in donations and pledges in addition to some grant funds. The cancer center is open and in the next two months they will start providing wound care. They won't be fully up and running until mid-2026. They are implementing the Epic electronic health record software, and that takes about 12 months and has caused most of the delay.

The CVHC is requesting support from Chippewa County for a $10 million loan from the Wisconsin Board of Commissioners of Public Lands (BCPL). The CVHC would be responsible for all principal and interest payments. The County would serve as a conduit with the State and be a "co-signer" of the note.

Nick Smith, Health Care Partner from Wipfli, prepared the feasibility study and indicated the financial projections show strong performance and balance sheet for the CVHC. He explained one of the challenges is that this area has some of the highest contract rates in the country. For the study, they used a lot of local market rates to determine their metrics.

He described some of the concerns they considered with the study including whether they can get the patients, can they get the payers, will the patients come. A lot of the assumption in the report was based on the ability to negotiate similar contract rates, as well as provider coverage and staffing and wages. They used very conservative assumptions. They based it on about 1/3 of the patients that used to go to HSHS will hopefully come to the CVHC. The CVHC management team has a lean approach to the operation of the hospital.

Smith explained one big difference with the CVHC is that the previous hospital had a significant amount of in-patient behavior health. That service is a financial drag as it's mainly uninsured and Medicare patients. The CVHC does not have behavioral health in the plan right now. Sanders stated another difference is that HSHS was partnered with the Prevea clinics. Most of those clinics were losing dollars and that loss was being supported by the hospital. The CVHC won't have that. They are working with local physicians so they won't have those dollars going out to support clinics. Their focus is on hospital operations and their profits will stay local.

Sanders indicated they will be a full-service hospital by the end of next summer. They don't anticipate the existing hospitals will be put in jeopardy as a result of them opening. Dixon commented that currently the Oakleaf patients go to the existing hospitals or out of the area. They believe when the new hospital is full service those patients will come back. Mayo and Marshfield are up about 30% since the HSHS closures.

The CVHC is locally governed and their focus is to keep costs low. Currently 720 individuals have expressed interest in working at the hospital. They are anticipating having about 300 employees in the temporary hospital and about 400 at the new hospital. That does not include physicians.

Sanders commented that most of the dollars spent at the old hospital are dollars that would have to be spent at the new hospital. They need to buy all new furniture, equipment, etc. and those items will transfer to the new hospital. They still plan to request the same support from Eau Claire County.

Dixon stated they have physicians to provide routine care and specialty care except for rheumatology. There is a significant need to drive down the waiting time at the ER. Next year there will be two more emergency rooms in the area and that's not too much for this area. They have already provided training with several EMS and first responders in the area and are excited to continue that in the future.

Albarado clarified if the County were to support this request, then the County would borrow the funds from the BCPL and then pass the loan through to the CVHC and the County would be responsible for making the payments on the loan.

6. Updates, Announcements, and Correspondence

1. County Board Chair Report

2. County Administrator Operation Report

7. Business Items

1. Resolution to Disallow Claim of Central Mutual Insurance Company on Behalf of Tami Allison - Deb Blevins

Pauls explained it is the recommendation of WMMIC, our liability insurance carrier, that we disallow the claim.

Motion:	Approved
Result:	**Passed (5 - 0)**
Mover:	Jason Bergeron
Seconder:	Charles Bomar
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Nayes:	None
Absent:	

2. The Executive Committee will convene in Closed Session pursuant to Wisconsin State Statutes Sec. 19.85(1)(e)"Deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified business, whenever competitive or bargaining reasons require a closed session" (Discuss and take possible action on Chippewa Valley Health Cooperative Request for $10 Million Loan from the Wisconsin Board of Commissioner of Public Lands).

The committee convened to close session at 5:44 PM.
Closed session to include: all Executive Committee members, Andy Albarado, Traci Bremness, Todd Pauls, Leah Simington, and any other County Board Supervisors.

Motion:	Approved
Result:	**Passed (4 - 1)**
Mover:	Charles Bomar
Seconder:	Peter Gehring
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar
Nayes:	Joel Seidlitz
Absent:	

3. The Executive Committee will reconvene to open session.

The committee reconvened to open session at 6:17 PM.

Motion:	Approved
Result:	**Passed (5 - 0)**
Mover:	Joel Seidlitz
Seconder:	Charles Bomar
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Nayes:	None
Absent:	

8. Agenda Items for Future Consideration

9. Adjourn

The meeting adjourned at: 06:17 PM

Result:	**Passed (5 - 0)**
Mover:	Joel Seidlitz
Seconder:	Jason Bergeron
Ayes:	Chuck Hull, Jason Bergeron, Peter Gehring, Charles Bomar, Joel Seidlitz
Absent:	

Finance Update

January-September 2025 (Pre-Audited)

Leah Simington, Finance Director

Executive Committee – December 2, 2025

County Board – December 9, 2025

1

Definitions

Fund – A fiscal entity that is segregated for the purpose of accounting and budget reporting with a complete set of self balancing accounts to include assets, liabilities, equity/fund balance and revenues and expenditures/expenses

- General – to account for all financial resources used to fund general government operations not accounted for in another fund
- Special Revenue/Purpose – are used to account for the proceeds of a specific revenue sources that are restricted or committed to specified purposes
- Debt Service – to account for the accumulation of resources for, and the payment of, general long-term debt principal and interest
- Capital Projects – to account for financial resources to be used for the acquisition or construction of major capital facilities or equipment
- Proprietary – the category of funds used to account for ongoing activities similar to those also found in the private sector. Uses the accrual basis of accounting
  - Enterprise – to account for operations that are financed and operated similar to private business with the intention that the cost of providing goods or services to the general public is to be financed or recovered primarily through user charges
  - Internal Service – to account for the cost of providing goods or services by one department or agency to another department or agency on a cost-reimbursement basis
- Fiduciary Funds – funds used to report assets held in a trust agency

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Definitions (cont.)

Fund Balance/Net Assets – The difference between assets and liabilities

- If at the end of the year actual revenues exceed actual expenditures fund balance increases – it decreases if actual expenditures exceed actual revenues
- When budgeting fund balance – you are anticipating that expenditures will exceed revenue by the amount budgeted and the budget plan is to reduce the amount of fund balance available
  - Non-spendable fund balance – amounts that are not in spendable form, such as inventory and prepaid expense.
  - Restricted fund balance – amounts that can be spent only for specific purposes by external providers, such as grant or bondholders as well as through legislation
  - Committed fund balance – amounts that are intended for specific purpose, as expressed by the governing body or authorized official
  - Unassigned fund balance – all amounts not contained in other categories

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Definitions (cont.)

Lapsing Fund – The difference between revenues and expenditures is closed out to the fund balance and not carried forward to be used for a specific purpose

Non-Lapsing Fund – The difference between revenues and expenditures is carried forward to be used for a specific purpose

Contingency Fund – A line item in the budget that is for unplanned expenditures

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January – September 2025 (Pre-Audited) Financial Results

2025 Pre-Audited Financial Results

5

January – September 2025 (Pre-Audited) Financial Results:

General Fund

		Revenue			Expense			Actuals
Fund	**Description**	**Budget**	**Actual**	**% Collected**	**Budget**	**Actual**	**% Spent**	**Net Gain/(Loss)**
02	County Board	$ 184,985.00	$ 184,985.00	100.0%	$ 184,985.00	$ 146,472.98	79.2%	$ 38,512.02
03	General County	$ 407,260.00	$ (2,079,572.11)	-510.6%	$ 407,260.00	$ 335,776.11	82.4%	$ (2,415,348.22)
04	Department of Administration	$ 9,981,936.51	$ 7,818,092.38	78.3%	$ 9,981,936.51	$ 5,162,034.60	51.7%	$ 2,656,057.78
05	Insurances	$ 554,900.00	$ 424,108.50	76.4%	$ 554,900.00	$ 166,656.31	30.0%	$ 257,452.19
06	County Clerk	$ 1,398,956.00	$ 1,376,835.79	98.4%	$ 1,398,956.00	$ 1,294,158.29	92.5%	$ 82,677.50
10	County Treasurer	$ 473,029.00	$ 1,859,757.14	393.2%	$ 473,029.00	$ 339,719.12	71.8%	$ 1,520,038.02
11	Register of Deeds	$ 435,829.00	$ 344,308.27	79.0%	$ 435,829.00	$ 297,689.40	68.3%	$ 46,618.87
12	District Attorney	$ 959,058.00	$ 883,180.50	92.1%	$ 959,058.00	$ 633,134.09	66.0%	$ 250,046.41
14	Clerk of Courts	$ 1,763,734.00	$ 1,648,449.09	93.5%	$ 1,763,734.00	$ 1,236,581.71	70.1%	$ 411,867.38
18	Register in Probate	$ 261,158.00	$ 267,461.98	102.4%	$ 261,158.00	$ 179,684.99	68.8%	$ 87,776.99
20	Child Support	$ 997,031.00	$ 556,069.12	55.8%	$ 997,031.00	$ 649,553.66	65.1%	$ (93,484.54)
24	Sheriff	$ 11,541,227.00	$ 11,035,456.14	95.6%	$ 11,541,227.00	$ 8,186,826.45	70.9%	$ 2,848,629.69
27	Coroner	$ 166,265.00	$ 152,413.70	91.7%	$ 166,265.00	$ 95,226.73	57.3%	$ 57,186.97
42	Housing Authority	$ 1,150.00	$ 1,150.00	100.0%	$ 1,150.00	$ -	0.0%	$ 1,150.00
48	UW - Extension	$ 247,781.00	$ 279,665.56	112.9%	$ 247,781.00	$ 150,668.70	60.8%	$ 128,996.86
50/52	Land Conservation & Forest Mgm	$ 3,279,891.00	$ 1,204,147.95	36.7%	$ 3,279,891.00	$ 1,379,325.52	42.1%	$ (175,177.57)
53/54	Planning & Zoning	$ 1,341,605.00	$ 892,877.51	66.6%	$ 1,341,605.00	$ 1,058,434.63	78.9%	$ (165,557.12)
60	Veterans	$ 225,661.00	$ 225,661.00	100.0%	$ 225,661.00	$ 150,982.63	66.9%	$ 74,678.37
68	Public Health	$ 626,599.00	$ 557,001.77	88.9%	$ 626,599.00	$ 380,208.91	60.7%	$ 176,792.86
100	**General Fund**	**$ 34,848,055.51**	**$ 27,632,049.29**	**79.3%**	**$ 34,848,055.51**	**$ 21,843,134.83**	**62.7%**	**$ 5,788,914.46**

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January – September 2025 (Pre-Audited)Financial Summary:

General Fund (cont.)

Highlights Include:

- **General County**
  - State Shared Revenues arrive in 4th Quarter (2025 Budgeted = $3,364,089)
- **County Clerk**
  - The expenses show 92.5% utilized which is attributed to the annual Libraries allocation (2025 = $1,003,684)
- **County Treasurer**
  - Interest rates with State Investment Pool are at 4.35%
  - Schwab Investments (See table in the right corner.)
- **Child Support**
  - State Aid reimbursement revenues received quarterly
- **Land Conservation/Forest Management**
  - Expenses submitted for reimbursements will be received by year end
- **Planning & Zoning**
  - Expenses have been submitted for reimbursement

Revenues - You will notice that some departments show revenues at 100% because the tax levy allocation for their department is given at the beginning of the year for the whole year.

Schwab Investments Market Review

	01/01/2025	09/30/2025
Cost Value	$15,790,146.98	$15,884,739.19
Market Adjustment	(668,528.33)	(385,293.27)
Net Change in Market Adjustment		**$ 110,611.10**

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January – September 2025 (Pre-Audited) Financial Results:

Special Revenue Funds

		Revenue			Expense			Actuals
Fund	**Description**	**Budget**	**Actual**	**% Collected**	**Budget**	**Actual**	**% Spent**	**Net Gain/(Loss)**
204	**Public Health**	**$ 2,526,782.00**	**$ 1,796,515.69**	**71.1%**	**$ 2,526,782.00**	**$ 1,676,041.70**	**66.3%**	**$ 120,473.99**
205	**ADRC & Aging**	**$ 2,120,984.00**	**$ 1,285,484.38**	**60.6%**	**$ 2,120,984.00**	**$ 1,409,542.56**	**66.5%**	**$ (124,058.18)**
208	**Human Services**	**$ 7,544,225.00**	**$ 6,314,705.70**	**83.7%**	**$ 7,544,225.00**	**$ 5,815,183.30**	**77.1%**	**$ 499,522.40**
84	DHS-RWC	$ 3,500,986.00	$ 1,960,487.66	56.0%	$ 3,500,986.00	$ 2,468,642.70	70.5%	$ (508,155.04)
85	RWC-Comprehensive Comm Serv	$ 26,494,015.00	$ 16,536,311.17	62.4%	$ 26,494,015.00	$ 13,676,943.02	51.6%	$ 2,859,368.15
209	**Recovery & Wellness Consortium**	**$ 29,995,001.00**	**$ 18,496,798.83**	**61.7%**	**$ 29,995,001.00**	**$ 16,145,585.72**	**53.8%**	**$ 2,351,213.11**
212	**Crime Prevention Fund**	**$ 4,000.00**	**$ 4,899.27**	**122.5%**	**$ 4,000.00**	**$ 6,000.00**	**150.0%**	**$ (1,100.73)**
213	**Housing CDBG Revolving Loans**	**$ 2,036,150.00**	**$ 722,409.69**	**35.5%**	**$ 2,036,150.00**	**$ 841,871.61**	**41.3%**	**$ (119,461.92)**
215	**Jail Assessment**	**$ 56,505.00**	**$ 29,644.79**	**52.5%**	**$ 56,505.00**	**$ 50,868.49**	**90.0%**	**$ (21,223.70)**
220	**Land Records**	**$ 249,663.00**	**$ 106,512.00**	**42.7%**	**$ 249,663.00**	**$ -**	**0.0%**	**$ 106,512.00**
226	**County Economic Development**	**$ 338.00**	**$ 613.38**	**181.5%**	**$ 338.00**	**$ -**	**0.0%**	**$ 613.38**
250	**NMM Reclamation**	**$ -**	**$ 116,738.28**		**$ -**	**$ -**		**$ 116,738.28**

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January – September 2025 (Pre-Audited) Financial Results:

Special Revenue Funds (cont.)

Highlights Include:

- **Public Health**
  - GEARS payments received with a 1 month delay
- **Recovery Wellness Consortium**
  - Medicaid revenue reported with a 2-3 month delay
  - $5,000,000 advance received for Medicaid reconciliation
- **Jail Assessment**
  - Quarterly fees collected on fines below budgeted
- **Land Records**
  - Revenues low due to economy

RWC Working Capital Pool	
Buffalo	$ 83,567.46
Burnett	155,275.38
Dunn	222,189.00
Pepin	109,957.00
Pierce	209,512.00
Polk	294,141.03
Rusk	131,637.46
Washburn	187,059.03
9/30/2025	**$ 1,393,338.36**

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January – September 2025 (Pre-Audited) Financial Results:

Special Revenue Funds - **Sales Tax Review**

		Revenue			Expense			Actuals
Fund	Description	Budget	Actual	% Collected	Budget	Actual	% Spent	Net Gain/(Loss)
230	Sales Tax Property Tax Relief	$ 10,202,130.00	$ 5,395,945.92	52.9%	$ 10,202,130.00	$ 10,202,130.00	100.0%	$ (4,806,184.08)

2025 Sales Tax Review

Year	2020	2021	2022	2023	2024	2025	Change from Previous Year	(2021-2025) 5 Yr Average
January Received in March	412,672.62	397,205.20	549,612.29	491,993.09	603,151.14	614,797.35	1.93%	531,351.81
February received in April	454,060.14	541,612.30	586,365.62	535,237.98	393,070.65	595,137.83	51.41%	530,284.88
March received in May	420,748.99	722,005.77	513,655.08	669,051.83	887,007.77	785,542.42	-11.44%	715,452.57
April received in June	453,068.14	744,469.84	837,971.82	811,205.87	661,570.40	626,545.43	-5.29%	736,352.67
May received in July	658,017.81	600,030.33	692,683.33	664,857.20	678,236.09	928,003.35	36.83%	712,762.06
June received in August	561,287.51	687,048.73	701,937.82	860,858.82	921,258.34	956,205.06	3.79%	825,461.75
Subtotal	**2,959,855.21**	**3,692,372.17**	**3,882,225.96**	**4,033,204.79**	**4,144,294.39**	**4,506,231.44**	**8.73%**	4,051,665.75
July received in September	543,813.92	725,584.05	770,343.17	760,741.12	665,158.21	722,270.10	8.59%	728,819.33
August received in October	641,477.88	690,160.64	692,751.23	689,572.44	827,285.63	827,285.63	0.00%	745,411.11
September received in November	468,174.47	721,266.32	793,515.55	888,055.72	857,493.68	857,493.68	0.00%	823,564.99
October received in December	574,830.83	712,929.94	798,530.04	707,188.24	699,713.63	699,713.63	0.00%	723,615.10
November received in January	532,374.54	527,166.32	541,553.35	462,544.38	862,805.36	862,805.36	0.00%	651,374.95
December received in February	500,998.70	702,937.65	825,979.69	1,029,171.19	722,989.80	722,989.80	0.00%	800,813.63
Subtotal	**3,261,670.34**	**4,080,044.92**	**4,422,673.03**	**4,537,273.09**	**4,635,446.31**	**4,692,558.20**	**1.23%**	**4,187,421.54**
Totals	**6,221,525.55**	**7,772,417.09**	**8,304,898.99**	**8,570,477.88**	**8,779,740.70**	**9,198,789.64**	**4.77%**	**7,929,812.04**
% change	**2.03%**	**24.93%**	**6.85%**	**3.20%**	**2.44%**	**4.77%**		

YTD Interest

$167,444.38

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January – September 2025 (Pre-Audited) Financial Results:
Special Revenue Funds – **Opioid Abatement Account**

		Revenue			Expense			Actuals
Fund	Description	Budget	Actual	% Collected	Budget	Actual	% Spent	Net Gain/(Loss)
233	Opioid Abatement Account	$ 110,000.00	$ 225,663.02	205.1%	$ 110,000.00	$ 70,411.54	64.0%	$ 155,251.48

Revenues:		
Opioid Abatement Revenues	$	199,807.65
Interest Income		25,855.37
Total Revenues	**$**	**225,663.02**

Expenses for Approved Programs/Projects:		
DHS RWC-Peer Support	$	36,400.00
CJS-Reentry Services		3,461.29
PH-Overdose Fatality Review		10,944.25
SH-AODA Services		18,760.00
Staff Training & Misc Expenses		846.00
Total Expenses	**$**	**70,411.54**

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January – September 2025 (Pre-Audited) Financial Results:
Debt Service Funds

		Revenue			Expense			Actuals
Fund	Description	Budget	Actual	% Collected	Budget	Actual	% Spent	Net Gain/(Loss)
306	Debt Service-Unfunded Liability	$ -	$ 32,050.57		$ -	$ -		$ 32,050.57
315	2019 CIP Bonds	$ 943,200.00	$ 943,200.00	100.0%	$ 943,200.00	$ 943,200.00	100.0%	$ -
316	2020 CIP Bonds	$ 252,850.00	$ 252,850.00	100.0%	$ 252,850.00	$ 252,850.00	100.0%	$ -
317	2022 CIP Bonds	$ 391,000.00	$ 391,000.00	100%	$ 391,000.00	$ 391,000.00	100.0%	$ -
318	2024 CIP Bonds	$ 643,084.00	$ 510,000.00	79.3%	$ 643,084.00	$ 634,583.33	98.7%	$ (124,583.33)

Payment Year	Total Debt Service: Principal	Interest	Total	Year-End Outstanding Principal
2025	$ 1,870,000	$ 360,134	$ 2,230,134	$ 8,510,000
2026	$ 1,880,000	$ 311,900	$ 2,191,900	$ 6,630,000
2027	$ 1,545,000	$ 243,125	$ 1,788,125	$ 5,085,000
2028	$ 1,425,000	$ 187,700	$ 1,612,700	$ 3,660,000
2029	$ 1,310,000	$ 137,275	$ 1,447,275	$ 2,350,000
2030	$ 1,115,000	$ 86,925	$ 1,201,925	$ 1,235,000
2031	$ 600,000	$ 46,750	$ 646,750	$ 635,000
2032	$ 635,000	$ 15,875	$ 650,875	$ -
Total	$ 13,880,000	$ 2,210,834	$ 16,090,834	

Long-Term Bond Financing Plan

Year	Bonding Amount	Projects
2026	$7,500,000	Transportation Projects*
2028	$5,500,000	Transportation Projects*
2030	$6,500,000	Transportation Projects
2032	$3,500,000	Transportation Projects

*2026 & 2028 Borrowings include $4M for M Bridge & CTH T (Phase I)

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January – September 2025 (Pre-Audited) Financial Results:
Capital Project Funds

		Revenue			Expense			Actuals
Fund	Description	Budget	Actual	% Collected	Budget	Actual	% Spent	Net Gain/(Loss)
418	2025 CIP for Bonding	$ 1,750,000.00	$ 117,565.19	6.7%	$ 1,750,000.00	$ 1,365,000.00	78.0%	$ (1,247,434.81)

This is for the bond issuance in September 2024. These funds will be used in 2025 and 2026 budget.

13

January – September 2025 (Pre-Audited) Financial Results:
Internal Service Funds

		Revenue			Expense			Actuals
Fund	Description	Budget	Actual	% Collected	Budget	Actual	% Spent	Net Gain/(Loss)
701	Highway	$ 20,797,673.00	$ 14,282,492.31	68.7%	$ 20,797,673.00	$ 14,256,176.76	68.5%	$ 26,315.55
702	Self-Funded Worker's Comp Insuranc	$ 993,046.00	$ 738,708.10	74.4%	$ 993,046.00	$ 378,379.56	38.1%	$ 360,328.54
703	Self-Funded Health Insurance	$ 8,704,280.00	$ 6,746,579.84	77.5%	$ 8,704,280.00	$ 7,970,857.84	91.6%	$ (1,224,278.00)
704	Self-Funded Liability Insurance	$ 401,000.00	$ 3,548.68	0.9%	$ 401,000.00	$ 425,481.81	106.1%	$ (421,933.13)
705	Section 125 Payroll Deduction	$ 326,000.00	$ 241,783.81	74.2%	$ 326,000.00	$ 175,214.59	53.7%	$ 66,569.22

Highlights Include:
- **Self-Funded Health Insurance**
  - Revenues are on track but the expenses for claims are high
- **Self-funded Liability Insurance**
  - Annual Insurance Allocation charges to departments will be processed in October/November
  - Paid annual WMMIC premiums $267,273 for Liability and Cyber Liability Premiums

14

January – September 2025 (Pre-Audited) Financial Results:
Enterprise and Trust Agency Funds

		Revenue			Expense			Actuals
Fund	Description	Budget	Actual	% Collected	Budget	Actual	% Spent	Net Gain/(Loss)
602	Land Development	$ 280,000.00	$ -	0.0%	$ 280,000.00	$ 55,586.74	19.9%	$ (55,586.74)
804	Dog License Fund	$ 56,300.00	$ 481.65	0.9%	$ 56,300.00	$ 96.17	0.2%	$ 385.48

Highlights Include:
- **Land Development**
  - No sales of property
  - Expenses related to consulting fees for new possible business park and CCEDC

15

Questions, Comments, or Concerns
January – September 2025 (Pre-Audited) Financial Results

16

CHIPPEWA COUNTY HOUSING AUTHORITY

Community Development Block Grant Program (CDBG)

Chippewa County

Lead County - West Central Wisconsin Housing Region

Chippewa County Housing Authority (CCHA)

Grant Administrator

Public Hearing – 11/7/23

1

Purpose of Public Hearing

1. Inform the public of the opportunity for Chippewa County to apply for funding through the 2026 CDBG Small Cities Housing Program and gain input from the public on the needs of the West Central Wisconsin Housing Region and the proposed activities.
2. Report on the progress of the current 2024 Regional CDBG Housing Grant and gain input from the public on that progress.

2

Identification of Total Potential Funds

- The State of Wisconsin is accepting applications for the Regional CDBG Housing Program
- Chippewa County is eligible to apply as the lead county for the West Central Wisconsin Housing Region
- There is an estimated $20 million in the 2026 competition to be divided among the 7 regions
  - Based on a "fair share" allocation considering historical use of funds an availability of program income in the Region
- Application deadline is 12/9/2025

3

Eligible CDBG Activities

- CDBG funds are federal funds passed through the State of Wisconsin to small municipalities
  - Housing
    - Rehabilitation
    - Homebuyer Assistance
    - Special Housing Projects
  - Planning
  - Economic Development
  - Public Facilities
  - Public Facilities for Economic Development
  - Close/former Revolving Loan Funds
- This public hearing is to discuss the Housing programs

4

CDBG Housing Program

- Housing Rehabilitation
- Homebuyer Assistance
- Special Housing Projects
  - Acquisition, Demolition, and Relocation (as needed)
  - Emergency Assistance Program (as needed)

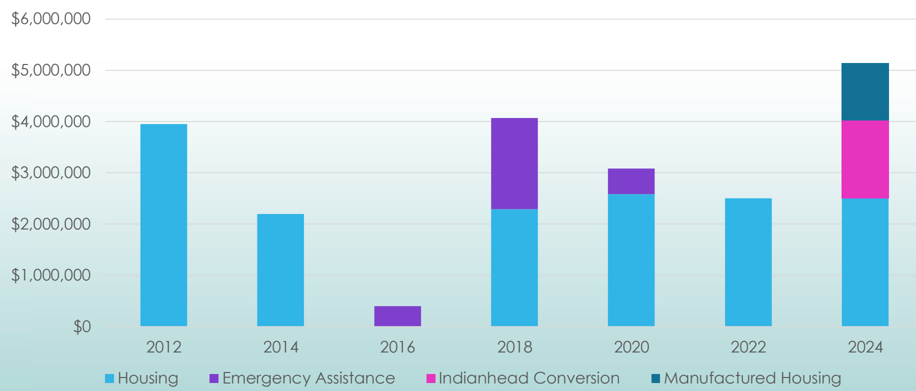
5

CDBG Housing Programs
Income Limit for Participants = 80% CMI

Housing Rehabilitation	Homebuyer Assistance	Emergency Assistance
Deferred payment loans – 0% interest	Deferred payment loans – 0% interest	Grants
Necessary repairs and accessibility improvements	Down payment assistance up to 10% of purchase price	Repair of disaster related damage to dwelling unit
Lead hazard remediation grants	Requires matching funds	Acquisition and demolition, if needed
Acquisition, demolition, and reconstruction (including displacement/relocation as needed)	Homebuyer education is required	Housing replacement if repair of home would exceed 50% of FMV before the event

6

Identification of Funds Received



7

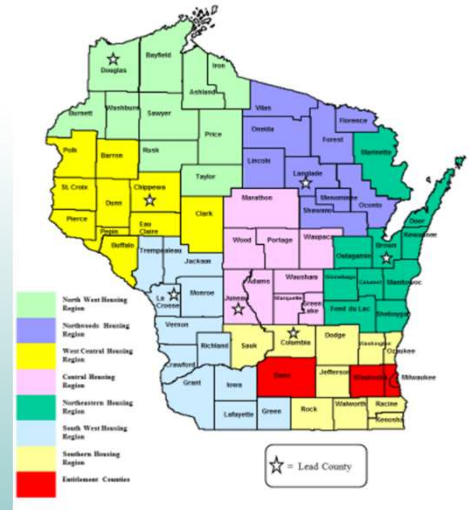
History of CDBG Small Cities Housing Program

- In the past, municipalities (non-entitlement) applied for funding know as Small City Revolving Loan Funds directly from the Wisconsin Department of Administration, Division of Housing, Energy and Community Resources (DOA-DEHCR)
- In 2012, DOA-DEHCR began distributing funding on a regional level
  - Must have a lead county
  - Region must consist of at least 9 counties
- In 2025, DOA-DEHCR discontinued the Small City Revolving Loan Funds
  - Regional funding will be the only funding option after September 30, 2025
  - All Small City Revolving Loan Funds will need to be returned to DOA-DEHCR by April 15, 2026
- Chippewa County agreed to be the lead county for the West Central Wisconsin Housing Region – consisting of ten counties
  - The lead county serves as the applicant on behalf of the region
  - Funds are typically made available every other year

8

CDBG Housing Regions in Wisconsin

- West Central Housing Region
  - Barron
  - Buffalo
  - Chippewa (Excluding the City of Eau Claire)
  - Clark
  - Dunn
  - Eau Claire (Excluding the City of Eau Claire)
  - Pepin
  - Pierce
  - Polk
  - St. Croix



9

Housing Needs in West Central WI
Home Repair

- Cost of materials and contracted services continues to increase
- Shortage of contractors in our Region – drives up the cost of labor
- Poverty rates and the United Way ALICE Report indicate that many homeowners will have difficulty paying for home maintenance
- Due to economic limitations, homeowners put off necessary repairs, compromising the condition of their homes and compounding the scope of repair and the cost
- In some instances, homes require demolition and reconstruction or replacement housing, which includes relocation/displacement
- 134 applicants on the waiting list for the Regional CDBG Home Repair Program
- Program beneficiaries regularly report they could not have afforded the repairs without this program

10

Housing Needs in West Central WI Homebuyer Assistance

- Home prices and values are increasing
  - Median value of housing in Region = $182,100 (Ranges from $134,400 in Clark Co. - $282,100 in St. Croix Co.) *ACS 2017-2021 Census Data*
- Low to moderate income households find it difficult to purchase housing and keep mortgage affordable
- Low to moderate income home buyers need down payment assistance to make their mortgage payments affordable
- The homes that low to moderate income buyers can afford are often in need of repairs. The homebuyer program can provide home repair funds after the purchase is complete.

11

Activities Proposed in the 2026 CDBG Application

- Owner Occupied Rehabilitation Funds
  - Waiting lists for owner occupied repairs
  - Includes demolition, reconstruction or replacement housing, and relocation for displaced families, as needed
- Homebuyer Assistance Funds
  - Steady requests for assistance
  - Loans are smaller because beneficiaries must provide matching funds
- Acquisition and Rehabilitation
  - Improve housing stock to be sold to LMI homebuyer
  - Includes demolition and reconstruction or replacement housing, if needed

12

Identification of housing and community development needs by the public

13

Progress of 2024 Regional CDBG Grant

- 2024 CDBG Housing Grant – awarded on 2/26/24
- West Central Region received $5,133,141
- Obligated $4,162,205.82 to date since 2/1/2025
  - $208,935.50 in lead hazard remediation grants
- Provided 18 loans to date
- Beneficiary data
  - 41% Female head of household
  - 41% Elderly
  - 29% Physical disability
- Average loan amount is $45,356

14

Citizen input regarding the proposed application and progress on the current grant

15

November 12, 2025

TO: County Board Supervisors

FR: Andy Albarado

RE: Proposed Revisions to Policy for Use of Fund Balance/Non-Lapsing Accounts

The proposed changes to the Policy for Use of Fund Balance/Non-Lapsing Accounts are to address the appropriate use and accounting for funds in the County Clerks and Public Health Departments, and to eliminate two funds which are no longer needed.

NEW – COUNTY CLERK (ELECTIONS)

A County Clerk Elections fund with a cap of $20,000 will be allowed to address the inconsistent election cycles and turnout for elections. In some years there may only be one election and in other years there may be four depending on the need for a primary. The turnout for elections can also vary depending on local, state, and federal races. Establishing a Fund will allow the Clerk to carry funds forward from years with less election costs to years where there will be increased costs. In addition, it will allow the accurate tracking of expenses so that costs can be accounted for in the year which they are intended to be spent.

NEW – PUBLIC HEALTH (FSR-LICENSING)

The Policy change will also create a second fund for the Public Health Department. Chippewa County operates as an Agent of the State for the purposes of Food Safety and Recreational Licensing (FSRL) purposes. This program, supported by state determined fees, provides licensing and inspection services for businesses like restaurants, lodging, and public pools. It's a function of the state government, in which Chippewa County acts as the "Agent of the State" by issuing licenses and enforcing laws and regulations for the public's safety. Per our DATCP contract, we cannot utilize this money for anything but our licensing program and its activities and therefore we want to keep it separate from other Public Health Funds.

Currently more than half of the Public Health Fund is comprised of FSRL dollars. The original Public Health Fund would remain and is used to support programs during periods of reduced or delayed grant funding. We are already seeing impacts to these programs and having the fund will help balance and maintain delivery of services as we continue to face some of the funding delays and uncertainties that we've experienced over the past few months (WIC, Farmer's Market Nutrition Program, Reproductive Health and Family Planning, Nurse Family Partnership, Communicable Disease).

ELIMINATED FUND BALANCES

The policy update also includes elimination of funds for the Rifle Range (no longer in operation), and MRF Recycling (program ended).

*** PROPOSED REVISIONS ***

POLICY FOR USE OF FUND BALANCE/NON-LAPSING ACCOUNTS

Purpose

The goal of the county in establishing a fund balance policy is to provide both short term and long term financial stability to the county by ensuring sufficient funds for providing services and protecting infrastructure. This policy is to establish guidance for using funds after they are placed into fund balance/non-lapsing accounts. A significant amount of the County's funds are held in fund balance accounts and there are accounting rules that govern the categorization and expenditure of these funds. These funds must be used as designated while allowing the County Administrator & County Board to maintain their oversight of fiscal resources. This guidance is designed to clarify the process so all parties understand how to access and use fund balances.

Use of Fund Balance/Non-Lapsing Accounts

1. According to the fund balance categorization: Categories include non-spendable, restricted, committed, assigned or unassigned. The fund balances that are unassigned in the General Fund offer the most flexibility for the county to use.

   a. **Non-spendable fund balance** – amounts that are not in spendable form (i.e. delinquent tax amounts, inventory and prepaid items) or are required to be maintained intact.

   b. **Restricted fund balance** – amounts available for appropriation but intended for a specific purpose and legally restricted by outside parties (i.e. creditors, grantors, and bondholders).

   c. **Committed fund balance** – amounts constrained to specific purposes by the government's highest level of decision making authority. To be reported as committed, amounts cannot be used for any other purpose unless changed by the County Board prior to the close of the fiscal period.

   d. **Assigned fund balance** – resources intended for spending for a purpose set by the government body itself. The County has created the following general revenue and special revenue funds to account for a specific revenue source:

GENERAL FUND:

CJCC	$75,000
County Administrator	$250,000
Courthouse	$1,000,000
Facilities Improvement	$500,000
~~Rifle Range~~	~~$50,000~~
UWEX Education	$50,000
Special Conservation Projects	$500,000
LCFM Tax Deed Sales Proceeds	$400,000
Parks Tax Deed Sales Proceeds	$400,000
Recycling	$250,000
~~MRF Recycling~~	~~$25,000~~

SWRM Grant $50,000
Non-Metallic Mining $200,000
Stewardship $100,000
Building Inspector $200,000
Platbook/roadmap $75,000
Zoning Tax Deed Sales Proceeds............................ $150,000
Veterans Relief.. $20,000
Health Clinics $15,000
County Clerk (Elections) $20,000

SPECIAL REVENUE FUND:

Public Health... $200,000
Public Health (FSR-Licensing)................................ $250,000
ADRC $550,000
Human Services $1,000,000
Land Records... $350,000
Workers Comp $1,000,000
Self-Funded Liability.. $1,000,000

e. **Unassigned fund balance** – Represents the residual fund balances for the General Fund and includes amounts that have not been assigned to other funds and that have not been restricted, committed, or assigned to specific purposes within the General Fund. This classification is also used to account for deficit fund balances in other government funds.

The county shall maintain a minimum unassigned fund balance in its General Fund ranging at a level between 30 and 40% of subsequent year's annual budgeted general fund expenditures.

The use of unassigned general fund balance should not be used to fund operational costs. This promotes the philosophy that current year operating expenditures are funded with current year collections; therefore, not creating a structural deficit. Amounts in excess of the maximum unassigned fund balance can be used for one-time capital improvement projects.

2. According to approved plans: Fund balance expenditures approved by the County Board in the Capital Improvement Plan (CIP) or annual operating budget shall be expended according to those documents.

How to Access Fund Balance/Non-Lapsing Balances

1. Obtain approval through the CIP process.

2. Obtain approval through the operating budget process.

3. Obtain approval from the County Administrator using the Non-Lapsing Fund Request Form (Appendix FI-305-A). The County Administrator has the authority to approve all requests up to $50,000. The County Administrator's approval authority for Facilities Improvement fund balance requests is $100,000. Requests exceeding these levels must be approved in advance by the County Board.

Process for Spending Fund Balances

After obtaining a signed approval form, departments must follow the county purchasing policies. If there are any questions, consult the Finance Division.

Funds must be expended during the year of approval. If that does not happen, the department should include the item, or remaining portion of item, in a subsequent annual budget process or seek approval again in the year they wish to complete the project.

November 25, 2025

TO: Executive Committee

FR: Toni Hohlfelder, Human Resources Director

RE: County Administrator's 2025 Annual Evaluation

The Executive Committee is responsible for the evaluation of the County Administrator on behalf of the County Board. As a result, the Executive Committee will conduct the County Administrator's annual evaluation in the upcoming months.

For informational purposes, the current evaluation and survey forms were designed by the Executive Committee to effectively evaluate the County Administrator and collect meaningful feedback for the evaluation process.

The evaluation process involves inviting all County Board Supervisors, Department Heads, Elected Officials, and other outside representatives who work closely with the County Administrator to complete a survey, and provide narrative feedback. The ratings and narrative feedback will then be compiled and made available to the Executive Committee for review and consideration before completing the annual evaluation that will be placed in the County Administrator's personnel file.

Below is a draft timeline of the evaluation process. At the December 2, 2025, Executive Committee meeting, we will discuss the timeline, evaluation process and any other questions the committee members have related to the 2025 County Administrator Evaluation.

County Administrator Annual Evaluation Tentative Timeline -2025 Evaluation

12/2 Executive Committee
- Open session – review process and finalize timeline

12/3 Send out 360 Surveys using Survey Monkey
- Due 12/19/25 – Then compile data for review at 1/6/26 Exec meeting

1/6 Executive Committee
- Closed session – Meet with the CA to discuss ideas for 2026 goals and then complete the CA 2025 annual evaluation form

1/20 Executive Committee
- Closed session – Finalize the CA 2025 annual evaluation form and 2026 goals. Discuss and decide who will conduct the CA 2025 annual evaluation with the County Administrator

County Administrator (CA) Annual Performance Review Process

1. In November each year, the HR Director will draft a memo to go to the Executive Committee regarding the CA performance review process. The memo will give an overview of the process and timeline (sample below). The HR Director will send the final memo to the Assistant to the CA to include in the agenda packet for the first committee meeting in December.

County Administrator Annual Evaluation Tentative Timeline -2023 Evaluation

12/2 **Executive Committee**
- Open session – review process and finalize timeline

12/3 **Send out 360 Surveys using Survey Monkey**
- Due 12/19/25 – Then compile data for review at 1/6/26 Exec meeting

1/6 **Executive Committee**
- Closed session – Meet with the CA to discuss ideas for 2026 goals and then complete the CA 2025 annual evaluation form

1/20 **Executive Committee**
- Closed session – Finalize the CA 2025 annual evaluation form and 2026 goals if necessary and then discuss and decide who will conduct the CA 2025 annual evaluation with the County Administrator

2. At the first Executive Committee meeting in December each year the committee will begin discussing the CA eval in open session. The following items are typically covered:

   a. The HR Director will review the memo that outlines the process and timeline.

   b. The HR Director explains to the committee that the survey results are compiled into four separate groups as follows:

      1) County Board Supervisors
      2) Department Heads and Direct Reports
      3) Elected Officials
      4) External members

   c. The CA and Executive Committee will discuss, agree, and identify external members of the community, whom have a professional relationship with the CA, that will be invited to participate in the feedback survey.

      - In the past, the external members have been from organizations the County provides funding to. For example: City Planner, CCEDC Director, CF Mayor, Airport Director, Tourism Council, etc.

   d. Upon review and agreement of the process, timeline and who to survey, the Executive Committee will make a motion to endorse the process, timeline and who to survey.

   e. The HR Director will provide the committee with an overview of the survey process using Survey Monkey and the performance review form developed in Microsoft Excel. All CB Supervisors will receive an email that includes a Survey Monkey link to complete the survey.

2. Typically, by end of the first week of December, the HR Director will send an email notification to all survey groups with instructions on how to complete the survey, timeline and due dates. The feedback is compiled and no individual comments or feedback is shared with anyone. In addition, an email will be sent out with a Survey Monkey link to the survey. The due date is typically 2-3 weeks out and prior to the Christmas holiday to allow time to compile the results in time for the first January Executive Committee meeting. The HR Director will send 2-3 reminder emails to all survey participants to increase the response rate.

3. After the due date, the HR Director will review the survey data and draft a summary memo of the results.

4. The HR Director will email a copy of the complied results to the CA for review.

5. The Executive Committee will meet in closed session to start the review process at the first meeting in January.

    a. The HR Director and Corporation Counsel (if needed) will meet with the committee regarding the following items:

        1) Review the summary memo of the results of all the surveys.
        2) Review the specific results of all surveys, including comments.
        3) Review the CA self-evaluation.
        4) Review the goal status from the previous year's goal.
        5) Have additional discussions with the Executive Committee regarding the review or the previous year's performance.
        6) Draft the review using an Excel Spreadsheet.
        7) Discuss possible goals for the upcoming year.

    b. The CA will be offered time to meet with the Executive Committee regarding the following items:

        1) Discuss the survey feedback.
        2) Review the success of goals from the previous year.
        3) Discuss possible goals for the upcoming year.
        4) Discuss feedback from the Executive Committee.

    c. If the review isn't completed by the end of the first Executive Committee meeting in January, it will be finalized at the next Executive Committee meeting during closed session before the committee reviews it with the CA.

6. Once the evaluation is complete, the Executive Committee will meet during the next meeting in closed session with the CA to conduct the evaluation and finalize goals for the upcoming year. Note: if it's not complete, this meeting will be used to complete it and the review with the CA will be conducted at the next meeting. The goal is to have the final meeting with the CA no later than February.

    a. The County Board Chair may request the HR Director and Corporation Counsel to be present while the evaluation is conducted.

    b. The Executive Committee may request the County Board Chair meet one-on-one with the CA or the entire Executive Committee may decide to meet with the CA to review.

7. County Board Supervisors who are not members of the Executive Committee may sit in on the review and listen. The County Board Chair has the discretion to recognize them or not during the review meeting.

8. Documents to be distributed or not:

    a. Compiled survey results are confidential documents and not distributed. They are to be used by the Executive Committee and the CA to assist in the completion of the performance review.

    b. If hard copies are provided to the Executive Committee or any other County Board Supervisor present during the review process, it is for ease in discussing the review only. Documents must be returned to the HR Director upon completion of the Executive Committee meeting and shall not be photographed or copied.

    c. Documents will not be distributed to anyone other than the County Board Chair and CA during the review meeting. However, the review will be displayed on the projector for the meeting attendees to follow along. All copies of the review must be returned to the HR Director after the conclusion of the meeting.

    d. A copy of the final performance review is placed into the CA personnel file.

9. After the conclusion of the evaluation, the CA will email all County Board Supervisors with the goals for the following year. County Board Supervisors may request to view the evaluation. The CA will schedule a meeting in the CA office with no more than 2 members at a time to review the evaluation as requested.

County Administrator
2025 Annual Review – 4/28/2025 to 12/31/2025

	Leadership	Andy	Exec Committee
1	Demonstrates behavior that sets a clear example of hard work, sound judgment, focus, and sound ethics	0	0
2	Demonstrates professionalism, respect, and fairness in his interactions with others	0	0
3	Demonstrates and promotes mutual respect and healthy work environment	0	0
4	Demonstrates ethical standards in daily operations	0	0
5	Builds commitment from departments for achieving the Board's vision and strategic plans	0	0
6	Ensures that department heads have clear goals and responsibilities	0	0
7	Provides support to department heads to accomplish the actions of the Board	0	0
8	Encourages collaborative thinking	0	0
9	Encourages a positive atmosphere for feedback and constructive criticism	0	0
10	Firmly and promptly addresses performance issues	0	0
11	Accepts responsibility for decisions, actions and results	0	0
12	Has credibility and is respected by others	0	0
		0.00	**0.00**

Competency Rating Options:

Below Expectations	1
Below Expectations +	2
Meets Expectations	3
Meets Expectations +	4
Exceeds Expectations	5
Exceeds Expectations +	6
NO - Not Observable	0

Meets Expectations +

Andy's Self Review Leadership Comments:

Executive Committee's Leadership Comments:

County Administrator
2025 Annual Review – 4/28/2025 to 12/31/2025

#	Strategic Vision	Andy	Exec Committee
1	Accepts and understands the priorities of the Board	0	0
2	Identifies future threats and opportunities where the current trends will lead, how those trends may influence the County's direction. Informs the Board supervisors of necessary changes/recommendations	0	0
3	Ensures the correct people are in the correct job to ensure success of organizational strategies	0	0
4	Develops and proposes long term strategy for the County based on analysis of the strengths and weaknesses of the County	0	0
		0.00	**0.00**

Competency Rating Options:	
Below Expectations	1
Below Expectations +	2
Meets Expectations	3
Meets Expectations +	4
Exceeds Expectations	5
Exceeds Expectations +	6
NO - Not Observable	0

Meets Expectations +

Andy's Self Review Strategic Vision Comments:

Executive Committee's Strategic Vision Comments:

County Administrator
2025 Annual Review – 4/28/2025 to 12/31/2025

Communication		Andy	Exec Committee
1	Verbally communicates clearly and concisely, and in an organized manner	0	0
2	Communicates effectively with people at all levels of the organizations	0	0
3	Is an effective public speaker	0	0
4	Listens actively and carefully and avoids speaking over others	0	0
5	Makes effective presentations appropriate to the needs of the audience	0	0
6	Expresses ideas clearly and concisely in writing	0	0
		0.00	**0.00**

Competency Rating Options:

Below Expectations	1
Below Expectations +	2
Meets Expectations	3
Meets Expectations +	4
Exceeds Expectations	5
Exceeds Expectations +	6
NO - Not Observable	0

Meets Expectations +

Andy's Self Review Communication Comments:

Executive Committee's Communication Comments:

County Administrator
2025 Annual Review – 4/28/2025 to 12/31/2025

Relationship to the Board		**Andy**	**Exec Committee**	Competency Rating Options:	
1	Keeps the Board informed of county activities, progress, projects, and issues	0	0	Below Expectations	1
2	Communicates clearly the expectations of the Board	0	0	Below Expectations +	2
3	Makes sound recommendations to the Board for action	0	0	Meets Expectations	3
4	Responds to Board requests in a timely manner	0	0	Meets Expectations +	4
5	Accepts and carries out the decisions of the Board	0	0	Exceeds Expectations	5
6	Maintains respectful and professional demeanor with Board Supervisors	0	0	Exceeds Expectations +	6
7	Maintains a sound working relationship with the County Board Chair	0	0	NO - Not Observable	0
		0.00	**0.00**	**Meets Expectations +**	

Andy's Self Review Relationship to the Board Comments:

Executive Committee's Relationship to the Board Comments:

County Administrator
2025 Annual Review – 4/28/2025 to 12/31/2025

Judgement		**Andy**	**Exec Committee**
1	Gathers appropriate information when making decisions	0	0
2	Ability to make decisions quickly based on available information	0	0
3	Adapts to change quickly and easily	0	0
4	Evaluates situations effectively and makes appropriate decisions to deal with them	0	0
5	Has a sense of self awareness about how his/her actions impact the Board and the County	0	0
6	Recognizes problems and deals with them effectively	0	0
7	Takes calculated risks when prudent	0	0
		0.00	**0.00**

Competency Rating Options:	
Below Expectations	1
Below Expectations +	2
Meets Expectations	3
Meets Expectations +	4
Exceeds Expectations	5
Exceeds Expectations +	6
NO - Not Observable	0
Meets Expectations +	

Andy's Self Review Judgement Comments:

Executive Committee's Judgement Comments:

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	Fiscal Management	Andy	Exec Committee
1	Proposes to the Board financial items that will contribute to the efficiency, productivity, and overall improvement of County operations	0	0
2	Proposes to the Board financial items that can be considered to minimize the amount of tax levy necessary for County operations	0	0
3	Executes the adopted budget, insuring that all expenditures are made in compliance with Board's intent/ direction	0	0
		0.00	**0.00**

Competency Rating Options:	
Below Expectations	1
Below Expectations +	2
Meets Expectations	3
Meets Expectations +	4
Exceeds Expectations	5
Exceeds Expectations +	6
NO - Not Observable	0

Exceeds Expectations

Andy's Self Review Fiscal Management Comments:

Executive Committee's Fiscal Management Comments:

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OVERALL SCORE

Competency Rating Options:

1 Below Expectations
2 Below Expectations +
3 Meets Expectations
4 Meets Expectations +
5 Exceeds Expectations
6 Exceeds Expectations +
0 NO - Not Observable

Andy	Exec Committee	Executive Committee Overall Rating
0.00	0.00	Meets Expectations +

Andy's Self Review Feedback / Comments

1 Please offer your perspective on what you see as the County Administrator’s greatest strengths

2 Please offer any suggestions on areas that, in your opinion, need strengthening

Executive Committee's Feedback / Comments

1 Please offer your perspective on what you see as the County Administrator’s greatest strengths

2 Please offer any suggestions on areas that, in your opinion, need strengthening

Andy's overall Summary Comments

Executive Committee's Overall Summary Comments

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Executive Committee and County Administrator's Approved 2026 Goals

1	
2	
3	
4	
5	
6	

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Acknowledgements

I have reviewed and discussed the 2025 performance evaluation with the Executive Committee and the County Administrator.

County Board Chair Signature	Date

I have reviewed this document and discussed the contents with the County Board Chair. My signature means that I have been advised of my 2025 performance review and does not necessarily imply that I agree with the evaluation.

County Administrator Signature	Date