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There’s not much you can do but embrace the winter weather and brace yourself for more. This past week brought more than a foot of snow in two separate snowstorms. - Special photo
Stafsholt announces bid for state Senate

NEW RICHMOND - State Rep. Rob Stafsholt, R-New Richmond, has announced his bid for the 10th state Senate District.

As a number of events throughout the 10th Senate District, Stafsholt said voters deserve to have a state senator who will fight for the interests of northwestern Wisconsin, not Madison and Milwaukee.

“My family’s roots run deep in St. Croix County where I have lived my entire life and learned the meaning of hard work and commonsense decision making,” said Stafsholt. “I’m proud to be a fourth-generation farmer that still farms with my dad, and I also am co-owner of a successful small business in New Richmond. I’m also a father to my daughter Maggie who is the pride of my life. She is my real reason for running. I’m running to make sure Maggie’s generation has great jobs, a world-class education, and a thriving economy right here in northwestern Wisconsin.

“As a state representative, I was proud to work alongside leaders like Gov. Scott Walker and Sen. Sheila Harsworth to usher in bold reforms which have saved taxpayers billions and made our economy stronger. I will be a senator who fights against job-killing taxes and unnecessary regulations. I will fight for reforms which create jobs and economic development opportunities, lower our taxes on our hardworking families and protect our liberties and values. I will use my proven experience to fight to get things done for our area in the state Senate.

Stafsholt serves on a number of important legislative committees, including the Assembly Committees for Colleges and Universities, Financial Institutions and Insurance. He also chairs the Natural Resources and Sporting Heritage Committee. Stafsholt was recently handpicked by the speaker of the state Assembly to serve on the Speaker’s Task Force on Adoption and the Speaker’s Task Force on Suicide Prevention. He is a member of the Farm Bureau, National Rifle Association, Wisconsin Corn Growers, New Richmond Chamber of Commerce and the Sportsmen’s Alliance. He is also a former member of the Erin Prairie Township Planning Commission and the Wisconsin Association of Mortgage Brokers.

The 10th state Senate District consists of parts of Burnett, Dunn, Pierce, Polk and St. Croix counties.
SCF city attorney opinion on CDA group is stern warning

Greg Marsten | Staff writer
ST. CROIX FALLS – In nautical terms, “scuttling” is when a boat or ship is made to sink on purpose, for whatever reason.

The term “intentional scuttling” appears as part of the closing paragraphs of a stunning legal opinion by St. Croix Falls city attorney Anders Helquist, who warns the recently renewed St. Croix Falls Community Development Authority that their efforts to “intentionally scuttle” the Civic Auditorium project is in violation of their cooperative agreement with the city, and may lead to their being dissolved.

But in another nautical reference, that newly minted CDA group behind that possible scuttling effort is using the equivalent of throwing the stern anchor — one last, final way to slow down or stop a ship when you have no power, or control.

An intentional scuttle?

Nearly 40% drop in northern part of state

STATEWIDE - The DNR released preliminary license sale, harvest registration and hunting incident numbers this week and it shows that while there was just a 2% drop in deer gun license sales there was an approximate 25% drop in preliminary harvest registration numbers statewide, with the northern parts of Wisconsin experiencing a nearly 40% drop.

A total of 160,769 deer were registered during the nine-day hunt compared to 213,972 in 2018. About 12,000 fewer deer gun licenses were sold this year as compared to last year.

The weather played a factor in the lower harvest as did standing corn, according to the DNR. Also, Wisconsin harvested the earliest possible deer season in 2018 followed this year by the latest possible season opener. When this occurred between the 2012-13 and 2007-08 seasons, there were similar declines in year-to-year registration totals.

Incidents down

The DNR Bureau of Law Enforcement reports four firearm-involved injuries and zero fatalities for the entire 2019 nine-day gun deer season. Three of the four incidents occurred on Saturday, Nov. 23, in Oneida, Marathon and Fond du Lac counties:

• In Oneida County, a 38-year-old man suffered a self-inflicted firearm-related injury, striking his left foot.

• In Marathon County, a 29-year-old woman suffered a self-inflicted firearm-related injury, striking her left foot.

• In Fond du Lac County, a hunter shooting toward a running deer struck a 19-year-old woman, who was a member of his hunting group, in the left hand.

The fourth weekend incident occurred in Washburn County on Sunday, Nov. 24:

• In Washburn County, a 31-year-old man was struck by a single bullet from a hunter in a different hunting group. The shooter has been identified. The investigation continues, and no additional details are being released at this time.

Wisconsin’s 10-year average for hunting incidents during the nine-day gun deer season is 6.8. The decline in incidents, notes the DNR, is the direct result of hunter safety education given by Wisconsin’s volunteer instructors and conservation wardens. - Gary King

State deer gun harvest down about 25%

Mary Stirrat | Staff writer
POLK COUNTY – Snowmobile trails in Polk County are scheduled to open for use on Monday, Dec. 16, snow conditions permitting, according to Polk County parks and trails coordinator Ben Elliff and Todd Miller, president of the Polk County Snowmobile and ATV Council.

The reason for the later-than-usual opening date is to avoid the antlerless deer hunt, they said, allowing landowners to hunt without fear of snowmobilers crossing their property, and keeping snowmobilers safe.

Polk and Burnett counties are working together for a common opening date for the trails this past summer’s storm damage. The Cattail Trail is always open for ATV/UTV use.

Miller said that snowmobilers and ATV/UTV riders respect the landowners and remain off the trail until officially Dec. 16.

Polk snowmobile trails to open Dec. 16

On Friday, Nov. 29, at 2:30 a.m., the Luck Fire Department responded to the residence of Doug and Rosalie Wiltsie, Bone Lake. They were assisted by the Frederic Fire Department to extinguish a pole barn that was fully engulfed in flames. According to the Wiltsies, their two dogs alerted the family to the situation. They lost two farm tractors, other pieces of equipment and miscellaneous items. Their two children also lost all of their livestock-showing gear and a bottle-fed bull calf in the blaze. “Both fire departments responded quickly and they were amazing at their job. The departments were able to contain the fire to the one structure. We are so thankful for our local fire departments for their act of bravery and kindness,” commented Rosalie. - Photos provided

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This is a last-ditch effort by the mayor and his appointed CDA ... to submerge this project once and for all." - Alderperson Kirk Anderson

Civic renovations, to another member’s open suggestions on multiple occasions that razing the Civic would affect their property value, as it would give them a better river view, an opinion brought about by their real estate agent two years ago, when they purchased the property, which is behind the Civic.

“Given what’s transpired, we are a separate body politic, but we need separate legal representation,” Danielson stated as a reason. “Everybody’s interested in getting this settled.”

CDA member and council representative Warren White raised concerns on the CDA seeking to hire an attorney when they had very little time for a full legal review and years of actual proceedings, meeting minutes, possible legal issues to study and more, all with no money and a compressed timeline.

“I’m concerned we’ll eat up all our time,” White said. “We’ve only got until March.”

CDA member Brad Foss agreed with White, and noted that they have no such provisions in their charter, nor mention of a fact that also was cited by Helquist.

“There is a strong argument that this (a separate attorney) is not an eligible project cost,” Helquist said, adding that he does not think it’s appropriate for the city to effectively hire another attorney to cause the city harm “…with the intent to delay and shut the project down.”

While several CDA members tried to deny that their intent was to shut the Civic project down, Helquist said their efforts to dismiss the city’s legal opinion and their previous comments leaned toward “getting to the intent and motive (of shopping for a different legal opinion) … I’ve given the city’s opinion on this.”

Mayor Arnie Carlson tried to defer See CDA group, page 9

An intentional scuttle?
Buffering the numbers

The aggregation of information each week, scanning the news sites, social media feeds and other flotsam of the internet, seems to produce a mix of disconcerting news and useless but sometimes entertaining facts.

The standouts these past few days and weeks have centered around numbers, some alarming, some merely interesting.

The 2019 Wisconsin Health Care Workforce Report was released this past week and reveals “escalating demands of an aging population” in Wisconsin.

Wisconsin’s population over the age of 75 will increase by 75% in the next dozen or so years, which will increase the number of those requiring more intensive health care. Younger folks may want to invest in anything related to the octogenarian set.

Speaking of older folks, Wisconsin ranks 12th among the best states to retire in, better than any other cold-weather states, according to a totally nonscientific survey by a website obviously driven by a quest for clicks. But their analysis seems to be dead on: “The weather might not be so great but there is plenty of cheese. We assume there is plenty of cheese. We assume that cheese had at least something to do with Wisconsin’s high ranking in the next dozen years, containing falling 4% below the national average or its tax breaks for some retired residents. The state has one of the lowest household income averages for residents over the age of 65. But on the bright side, Social Security is tax-exempt in Wisconsin, so retirement savings can spread that much farther.”

Nine hundred represents the approximate number of wolves now wandering the woods of Wisconsin after nearly becoming extinct six decades ago. Wolves continue to be a hot political topic as hunters, ranchers and others want the wolf removed from the protected list, pointing out the carnage they create. The Department of Natural Resources has paid nearly $720,000 for missing calves to farmers with $239,865 of that amount going to a large northern Burnett County ranch between 2011 and 2019. Over the last 34 years, the DNR has paid $2.5 million and counting in wolf damage payments. See story elsewhere in this issue. Twenty seconds is approximately how long a special session last month on guns in the Wisconsin Senate lasted after it was called to order and immediately adjourned by the GOP leader. Gov. Tony Evers called the special session to consider two bills on gun safety but it went for naught.

Critics say it was a political move or at the very least, an unrealistic expectation on the governor’s part. Similar abrupt adjournments are happening in other states as well. Perhaps that’s why it’s such exciting news when legislators reach across the aisle on any issue.

33 is the number of inches of snow that fell on parts of Bayfield County this past week, making those of us living here feel less likely to complain. 90 would be a wild guess at the average age of jukebox users in Wisconsin taverns. According to a Wisconsin Jukebox Top 10 list, Van Morrison’s “Brown-eyed Girl” topped the list for the past two years. But never Stones or Beatles. May they rest in peace, at least on the statewide jukebox poll.

And as of this writing, 21 is the number of days until Christmas. May your top 10 list of places to shop, online or not, include local businesses. - Gary King

Letters policy

The Leader welcomes letters to the editor but reserves the right to edit or to reject letters for any reason. Letters should be no longer than 400 words in length and contain the signature, address and telephone number of the author. All letter writers will be limited to one published letter per 30 days, with the exception of rebuttals. The number of exchanges between letter writers will be decided by the editor. Thank-you letters are most appropriately in length and contain the signature, address and telephone number of the author. All letter writers will be limited to one published letter per 30 days, with the exception of rebuttals. The number of exchanges between letter writers will be decided by the editor. Thank-you letters are most appropriately

75%

The rate of growth of Wisconsin’s population over the age of 75 in the next dozen years

Wisconsin’s ranking in the list of best states to retire in.

The number of Beatles or Stones songs on the Wisconsin Jukebox Top 10 list

Joe Heller

Joe Heller

Joe Heller

Joe Heller

Joe Heller

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Joe Heller

Joe Heller
Letters to the Editor

Building needs remain
As you may be aware, the district passed a $300,000 operational referendum in April. We thank you for the support of our education system. The building referendum failed by a slim margin. Our unmet needs and our building needs have not gone away since the last vote, and the cost of materials and labor continues to rise.

Since the election, the board has carefully reviewed the district's strategic plan and how we can best serve the ever-changing needs of our students. A focus group was held with the public to garner input to best serve our roads. Drinking and driving is a contributing factor to this accident.

Please stop drinking and driving,” said Franklin. Forty-nine percent of registered voters surveyed said they believed Trump asked the Ukrainian president to investigate his political rivals, while 29% said they didn’t, and 18% didn’t know.

Forty-one percent believe Trump held a September 2019 meeting to pressure Ukraine’s president to investigate the president’s rivals, while 38% don’t, and 19% don’t know.

Securing public input and feedback is important, it is one of the reasons that a state that, more than any other in the country, could decide the 2020 election. This information is important in informing us on moving President Trump slipped among Wisconsin voters in the last month.

Meanwhile, the head-to-head matches in the presidential race shifted in the president’s favor compared to Marquette’s October polling. Poll director Charles Franklin attributed the movement to Republicans rallying around Trump on both questions, while Democrats were unified about their nominees when paired with the president. For example, GOP opposition to Trump at April’s first debate was at 94% from 92% in October. For Democrats, 81% favor impeachment and removal, down from 86% in October.

Franklin added the numbers don’t show any differences in the enthusiasm or motivation by Democrats or Republicans.

“But we do see this difference in public opinion and devotion to President Trump,” Franklin said.

The most recent poll supported impeachment and moving him from office, while 53% were opposed. Last month, that split was 44-51.

Fifty-two percent of registered voters surveyed said they believed Trump asked the Ukrainian president to investigate his political rivals, while 29% said they didn’t, and 18% didn’t know.

Forty-one percent believe Trump held a September 2019 meeting to pressure Ukraine’s president to investigate the president’s rivals, while 38% don’t, and 19% don’t know.

Also, 42% believe the president did something wrong, while 9% said he didn’t do anything wrong, but it wasn’t serious. Meanwhile, 38% said he didn’t do anything wrong and it wasn’t serious. Meanwhile, 38% said he didn’t do anything wrong and it wasn’t serious. Meanwhile, 38% said he didn’t do anything wrong and it wasn’t serious.

The poll went into the field just as public testimony began before a House committee in the impeachment proceedings.

The poll also found the president’s numbers improving, head-to-head matchups with potential Democratic rivals.

This month, 47% backed the president when paired with Joe Biden, who was at 44%. Last month, it was 50-44 in Biden’s favor, and he was up nine points in August.

In October, 92% of Democrats favored Biden over Trump, but that was down to 88% this month.

Against others:

• Trump was backed by 48% against Bernie Sanders, who was supported by 45%. Last month, it was 48-46 for Sanders after it was 48-44 for Sanders in August.

WisPolitics.com Web page called “The Insiders.” They appeared at a Nov. 19 WisPolitics.com luncheon at Spectrum offices in Milwaukee.

Chvala and Jensen also agreed the suburbs are a weak spot for Republicans this year. Jensen, however, said he thought the impeachment drive could further unite Republicans, while Chvala was emphatic that Trump’s tweet against the former ambassador to Ukraine, Marie Yovanovitch, would lose moderate Republican women to vote against Trump or not vote.

They also both suggested Trump could lose the state and Republicans could hold the Legislature.

“In terms of competitive races, we could easily, not easily, but we could very well have a situation where Trump were to lose the presidency in Wisconsin and yet have a positive impact on Republicans statewide,” Chvala said. “That’s not absolute, there’s a lot of water to go under the bridge.”

“Why did we see in other states,” Jensen added. “You mentioned Kentucky where the news headline (was) that the Republican governor was defeated by 5,000 votes. Understand that, for the first time in Wisconsin in Wisconsin, every other office statewide (went) to a Republican and the Republicans’ margins in both chambers are strong.”

The Capitol Report is written by editorial staff at WisPolitics.com, a nonpartisan, Madison-based news service that specializes in coverage of government and politics, and is distributed for publication by members of the Wisconsin Newspaper Association.

Capitol report

Pollsters and pundits alike are talking about impeachment and how it’s playing in battleground Wisconsin 2020.

A recent Marquette University Law School Poll is stirring attention and comment in national circles. “…The latest survey from Marquette University’s law school of attitudes in Wisconsin highlights one of the challenges Democrats face as they move steadily toward impeaching President Trump,” writes Dan Balz of The Washington Post. “What makes the Wisconsin poll important is that it is in a state that, more than any other in the country, could decide the 2020 election.”

The poll supported impeachment and moving President Trump slipped among Wisconsin voters in the last month. Meanwhile, the head-to-head matches in the presidential race shifted in the president’s favor compared to Marquette’s October polling. Poll director Charles Franklin attributed the movement to Republicans rallying around Trump on both questions, while Democrats were unified about their nominees when paired with the president. For example, GOP opposition to Trump at April’s first debate was at 94% from 92% in October. For Democrats, 81% favor impeachment and removal, down from 86% in October.

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Wisconsin state budget reserve levels hit four-decade high

Wisconsin’s state budget reserve recently hit their highest level in four decades, as corporate tax collections grew in fiscal year 2019 at their fastest rate in more than a half century. The good news comes with caveats, including the fact that state reserves were boosted by unusually high corporate tax revenues that may not be sustained. Wisconsin’s reserve levels also remain modestly below other states and are projected to fall over the next two years.

As of June 30, the state had total balances of more than $3.7 billion in two key funds, the most since the late 1970s. This amount is a little less than 10% of state general fund expenditures in 2019, the highest level for Wisconsin since 1978.

The combined reserves are enough to cover the state’s current budgeted spending levels for about five weeks. Though some of the growth in tax collections reflects the welcome effect of a strong economy last year, part of it stems from the 2017 federal tax overhaul and could recede going forward. In addition, the state’s main fund is already budgeted to spend more than it takes in over the next two years.

For those reasons, state officials considering new spending or tax cuts may wish to be cautious in their responses to these encouraging budget numbers. A review of state financial reports over the past several years shows the budget times can be followed by some of the worst in relatively short order. This information is a service of the Wisconsin Policy Forum, the state’s leading resource for nonpartisan state and local government research and civic education. Learn more at wispolforum.org.

Wisconsin Policy Forum

Sheriff: Alcohol factor in Thanksgiving morning fatal accident

CUMBERLAND — A 21-year-old Kewaskum man died due to injuries he suffered after his truck went off the road into a ditch and rolled several times.

The accident occurred Thursday, Nov. 28, at about 12:14 a.m., east of Cumberland on Hwy. 48, when the Chevy truck Cole R. Schielbe, 21, of Kewaskum, was driving lost control, went into the ditch and rolled over several times. Schielbe was extricated from the vehicle and transported to Cumberland Hospital where lifesaving measures were administered, but he died due to the severity of his injuries.

Barron County Sheriff Chris Fitzgerald commented that road conditions and alcohol are contributing factors to this accident.

“As we start the month of December I want to remind everyone that drinking and driving does not mix with the safety of our roads. Drinking and driving is 100% preventable, the best don’t want to have to do another death notification ever, but especially over the holidays. Please stop drinking and driving,” said Fitzgerald.

The Barron County Sheriff’s Office, the Cumberland Police Department, Cumberland Fire Department, Cumberland Ambulance and a North Memorial helicopter all responded to the accident.

Ambulance and a North Memorial helicopter all responded to the accident. Cumberland Police Department, Cumberland County Sheriff’s Office, the Wisconsin Department of Transportation and Cumberland Fire Department, Cumberland Ambulance and a North Memorial helicopter all responded to the accident.

A 21-year-old Kewaskum man died early Thanksgiving morning, Nov. 28, after his truck went off the road on Hwy. 48, east of Cumberland. Photo provided by Barron County Sheriff’s Department.
**Stolen truck and a cache of drugs**

By Greg Marsten

The Polk County K-9 officer behind a major drug bust shows off the haul. — Photos provided

Greg Marsten | Staff writer

BALSAM LAKE – Polk County sheriff’s officers investigating stolen property made a traffic stop of a suspect in that case and discovered a bounty of drugs, cash and even the pickup they were driving was stolen, with attempts made to conceal the identifying numbers of the truck.

According to the probable cause report filed by PCSO, the traffic stop took place on Wednesday, Nov. 27, as they were led to believe that a man known simply as “Jake” may be delivering more stolen property to an area near Frederic.

When executing the traffic stop, the driver was identified as Jacob McPheeters, 37, Bloomington, Minnesota, and the other person in the vehicle was Samantha Leuthard, 34, Waconia, Minnesota.

The vehicle was a 2006 Ford F-350 crew cab pickup truck, which had been modified by someone to eliminate almost all identification numbers. It was later found to be stolen out of Minnesota.

Due to the original aspects of the investigation, police also had a K-9 officer do a drug search of the truck, which yielded a bounty of methamphetamine, marijuana and paraphernalia, as well as a bag of cash, believed to be the result of methamphetamine sales.

In the end, the bust reportedly yielded 276 grams of meth and another 4.63 grams of marijuana, as well as a variety of paraphernalia and distribution equipment, leading to a variety of charges against both McPheeters and Leuthard. Authorities charged McPheeters with felony charges related to driving the stolen pickup, as well as felony meth possession, with intent to distribute, as party to a crime, as well as misdemeanor charges of marijuana and paraphernalia possession, all as a “repeater,” which adds extra penalties.

He appeared in court before Judge Jeffrey Anderson, who set a $10,000 cash bond, which McPheeters paid on Dec. 2, and was released. He appeared before the judge again on Tuesday, Dec. 3, for a preliminary hearing, but that was delayed until Thursday, Dec. 12, when a judge will decide if there is enough evidence to bind him over for trial.

Leuthard is facing similar charges as McPheeters, including felony meth possession with intent to distribute, felony possession of a stolen vehicle and misdemeanor marijuana possession, almost all as party to a crime. She also appeared before Judge Anderson, who set a $10,000 cash bond.

Leuthard had a preliminary hearing Dec. 3, where she was bound over for trial, with her arraignment slated for Dec. 12. She remains in custody at press time.

Prosecutors have suggested that additional charges may be coming from the investigation, although they were unclear as to where those charges might apply, the drugs or the stolen items.

**Man earns fourth OWI**

Greg Marsten | Staff writer

OSCEOLA – A woman who was seeking medical treatment from injuries suffered in a car crash and was able to walk into the emergency room of the Osceola Medical Center at around 5 a.m. on Tuesday, Nov. 26.

According to the probable cause report filed by the Osceola Police Department, the woman claimed that she was driving a car and on the way home from a Stillwater party, riding in the car without her seat belt when the driver crashed.

She said her friend said they had to leave, but she did not know where the car was or where her friend went. She said an online map got her to the OMC, which she said was about a 20-minute walk, through a construction zone, and gave other details.

An Osceola Police officer believed they knew where she had walked from, and later went to a spot on the north side of the village, where they found a vehicle that was running and had front-end and side damage, with a man at the wheel.

He later identified as Antonio Salinas, 42, St. Paul, Minnesota. He reportedly smelled of intoxicants and had slurred speech, and he later failed a field sobriety test.

Salinas was placed under arrest and charged with operating while intoxicated, fourth, as he had three previous OWI convictions, going back to 2001, 2006 and 2008, all in Minnesota.

Salinas was placed under arrest and charged with operating while intoxicated, fourth, as he had three previous OWI convictions, going back to 2001, 2006 and 2008, all in Minnesota.

Felony OWI charges from crash

Traffic crash and more lead to charges

Greg Marsten | Staff writer

BALSAM LAKE – A report came in of a traffic crash on the evening of Saturday, Nov. 30, near Hwy. 46 and 134th Avenue, where they believed the driver was under the influence.

The vehicle was found to have the wrong license plates and the driver did not have a valid driver’s license. He was identified as Erick Bloom, 54, Balsam Lake.

Bloom was given a field sobriety test and registered a blood alcohol concentration of 0.21%, well over the legal limit. Bloom was placed under arrest for operating while intoxicated, fifth or sixth, which is a felony. He appeared before a judge on Dec. 1, where a $1,500 cash bond was set, with his next court appearance set for Dec. 30.

**MILLTOWN LIBRARY OPEN HOUSE DEC. 5**

The public is invited to celebrate the newly renovated Milltown Public Library by coming to its open house Thursday, Dec. 5, from 2 to 7 p.m. The event includes refreshments and live music as well as the opportunity to support the project through silent auctions, furniture and book sales, and donations. Up for auction are a wide variety of themed baskets, including this one displayed by library director Bonnie Carl, shown at left. — Photos by Mary Stirrat
**St. Croix Falls** – Veena Iyer, executive director of the Immigrant Law Center of Minnesota, will speak at the Sunday, Dec. 8, Sunday service of the St. Croix Unitarian Universalist Fellowship, located in the Edling Building on the corner of Adams and Louisiana streets in St. Croix Falls. Iyer will discuss current immigration issues and steps that local communities can take to support immigrants and refugees. The public is invited to attend.

ICLM is a nonprofit organization that provides free immigration legal services to low-income immigrants and refugees in Minnesota. ICLM also works to educate Minnesota communities and professionals about immigration matters and advocates for state and federal policies that respect the universal human rights of immigrants.

For the past 20 years, ICLM has assisted tens of thousands of immigrants to secure legal status and citizenship in the United States. Organizational services help break down barriers and make meaningful improvements to immigrant families’ lives, allowing them a safe and sustainable future in Minnesota.

Iyer graduated from the University of Chicago with a Bachelor of Arts in history and a juris doctorate, cum laude, from Harvard Law School. She began her career as an Equal Justice Works Fellow and staff attorney at the Legal Assistance Foundation of Metropolitan Chicago, where she represented clients, managed and maintained a legal clinic for low-income immigrant students and conducted English and Spanish presentations for community service providers. In Minnesota, she has served as president of the Minnesota Asian Pacific Bar Association and remains a member of its Advisory Board and Judicial Committee, as well as holding board positions at Minnesota Women Lawyers and Portico HealthNet.

Iyer is a member of the Minnesota Asian Pacific American Bar Association, which is serving as host for the 2022 Minnesota Asian Pacific American Bar Conference, being held in downtown Minneapolis.

Formed in 2012, St. Croix Unitarian Universalist Fellowship is a liberal faith community that welcomes everyone. Unitarian Universalists, or “UUs,” are people of all shapes, sizes, backgrounds and of many beliefs.

Unitarian Universalism (uua.org) affirms and promotes principles grounded in the humanistic teachings of the world's religions. UU spirituality is unbounded, drawing from scripture and science, nature and philosophy, personal experience and ancient tradition. UUs are people of many beliefs and backgrounds: people with a religious background and people who are nonreligious; people who believe in a God, people who do not, and people who let the mystery be.

ICUUF typically gathers at 10 a.m. the first three Sundays of the month. For information about ICUUF, visit scuuf.org.

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**Traffic crash and more lead to charges**

_Burnett County_ - On Tuesday, Nov. 26, the Burnett County Sheriff’s Department responded to a call regarding an abandoned vehicle in the town of Rusk. Dispatch advised the officer that the Wisconsin registered vehicle was reported stolen from Barron County on Dec. 23, 2018.

The property owner, who hadn’t been in the area since the 2018 deer hunting season, stated that he found the vehicle in the woods off of a snowmobile trail in an adjacent field. According to the officer, it appeared that the vehicle was stuck, and the suspects attempted to get the vehicle out. Some items listed on the stolen vehicle complaint were documented as missing, and evidence collection was completed.

Actualizar Towning of Grantsburg later took the vehicle to the county impounded lot where the officer secured it. - Becky Stridel

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**Multiple retail thefts lead to stop**

_Greg Marsten_ | Staff writer

_BALSAM LAKE_ – A 32-year-old Amery man is facing two felony charges in connection to the alleged retail thefts.

A head on Saturday, Nov. 23, when the officer stopped the car that was suspected in a series of retail thefts and punches cited in complaint

Man facing two felonies in incident

Headlock, child abuse and punches cited in complaint

_Greg Marsten_ | Staff writer

_BALSAM LAKE_ – A 32-year-old Amery man is facing two felony charges in connection to the alleged retail thefts.

A head on Saturday, Nov. 23, when the officer stopped the car that was suspected in a series of retail thefts and punches cited in complaint

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**Citizen report leads to second OWI**

_ST. CROIX FALLS_ - The Salvation Army Red Kettle Campaign is heading into the home stretch of the season, and the Salvation Army is asking for your help. The Salvation Army, located at 1115 Mains Crossing in Amery, is asking for donations to help meet their $80,000 goal for Polk County. The St. Croix Valley Christian Community Choir will perform for the Salvation Army’s Red Kettle Campaign at Balsam Lutheran Church on Saturday, Dec. 14. The choir is also accepting donations for the Salvation Army’s Christmas Kettle.

_Citizen report leads to second OWI_**

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**Stolen vehicle recovered**

_Burnett County_ - On Tuesday, Nov. 26, the Burnett County Sheriff’s Department responded to a call regarding an abandoned vehicle in the town of Rusk. Dispatch advised the officer that the Wisconsin registered vehicle was reported stolen from Barron County on Dec. 23, 2018.

The property owner, who hadn’t been in the area since the 2018 deer hunting season, stated that he found the vehicle in the woods off of a snowmobile trail in an adjacent field. According to the officer, it appeared that the vehicle was stuck, and the suspects attempted to get the vehicle out. Some items listed on the stolen vehicle complaint were documented as missing, and evidence collection was completed.

Actualizar Towning of Grantsburg later took the vehicle to the county impounded lot where the officer secured it. - Becky Stridel

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**Multiple retail thefts lead to stop**

_Greg Marsten_ | Staff writer

_BALSAM LAKE_ – A 32-year-old Amery man is facing two felony charges in connection to the alleged retail thefts.

A head on Saturday, Nov. 23, when the officer stopped the car that was suspected in a series of retail thefts and punches cited in complaint

Man facing two felonies in incident

Headlock, child abuse and punches cited in complaint

_Greg Marsten_ | Staff writer

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Dresser addresses 2020 budget, sewer dispute

Taxes down; attorney looks deep into original Osceola contract

Greg Marsten | Staff writer
DRESSER – The Dresser Village Board held a public hearing about their proposed 2020 village budget prior to their regular monthly meeting on Monday, Dec. 1, but they had zero comments and no real changes to address as the full village board later approved that budget unanimously and without fanfare.

That budget is technically higher than the 2019 budget, by a total of $286, and amounts to an increase in approximately 0.06%. But because the village assessed valuation has increased, the village mill rate went down approximately 0.7%, from 9.371 to 9.306, meaning the village portion of taxes on a $100,000 home, would go from $937 to $931, or 0.62% less.

“I think it’s very workable, a solid budget,” said trustee and finance chairman Mitte Chair Grace Bjorklund, who said they had to cut $65,000 overall, to meet state levy limit requirements. “Those cuts were mostly in capital projects.”

The village board later approved carrying over $17,222 in delinquent utility bills to the 2019 tax roll, while also approving the final mill rate and budget.

The board also approved a final employee salary increase of 3%, which they had budgeted for in earlier discussions.

“How about that? Taxes in Dresser went down!” village President Bryan Love said. “It’s a mandated, agreed-upon first step. Then a written objection, response, then a meeting with attorneys, if you want.”

While there was some discussion on legal options, Laux essentially repeated that whatever remedy they seek, full payment is step No. 1, with a meeting between the two parties as the next step.

“Basically, what this whole thing is telling us (the contract) is to go through the ways of working it out from 1984,” Laux added. “You’ve kind of done that already.”

He also cited the remedies the contract offers for such a dispute, refund or overpayment, how the contract essentially cites certain penalties, remedies for judgment through the circuit court system and even how they can file an appeal with the state Public Service Commission, which can review or investigate the issues but has limited enforcement powers.

“Whatever or whenever a situation like that would occur, the first thing that has to occur is that payment has to be done first,” Laux said. “It’s a mandated, agreed-upon first step. Then a written objection, response, then a meeting with attorneys, if you want.”

In other board business:
   • The board entered a lengthy and detailed presentation by village attorney Tim Laux on several ongoing issues with the village of Osceola, regarding their 1984 contract to handle Dresser sewer treatment.
   • Osceola has cited several periods of incorrect charges, over several years, due to employee error on where those flow readings were made, amounting to $60,000.
   • Leverty was later identified as Mark Leverty, 28, of Keshena, who police made contact with them off the road.
   • That driver stopped at a location on Hwy. 46, and police made contact with both parties, from annual reviews to how they set future rates.

According to the probable cause report filed by the Polk County Sheriff’s Office, the incident took place in the early evening of Tuesday, Nov. 26, south of Amery.

The man reportedly made threatening hand gestures at the other driver, followed closely and flashed high beams at them from behind, eventually passing at a high rate of speed and allegedly swerved at them, apparently to force them off the road.

That driver stopped at a location on Hwy. 70, police made contact with both parties, including the driver of the car allegedly behind the road rage.

Police interviewed that driver, who was later identified as Mark Leverty, 28, of Keshena, and the officer noted the odor of marijuana and a number of paraphernalia items were found in the car, as well as several items with marijuana

Levity was also given a field sobriety test, and registered a blood alcohol concentration of 0.10%, above the legal limit to drive.

Levity was placed under arrest for OWI, second, and possession of marijuana and paraphernalia and was taken into custody. His actual charges were still pending at press time.

Road rage leads to charges

Greg Marsten | Staff writer
AMERY – A report of alleged road rage led police to find the vehicle in question, where the driver was placed under arrest for several charges, including operating while intoxicated, second, and drug possession charges.

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Spooner woman pleads guilty in 2018 alleged poisoning

Danielle Danford | Staff writer
SHELL LAKE – One of two individuals charged in an alleged poisoning incident has pleaded guilty to lesser charges in Washburn County court. Court records show Joleen Hanson, 45, of Spooner, has pleaded guilty to first-degree reckless injury, a class D felony, and causing mental harm to a child, a class F felony. The guilty plea appears to have occurred during a motion hearing on Friday, Nov. 22, where the court record states that a joint agreement between Aaron Marcoux, the Washburn County district attorney, and James McLaughlin, Hanson’s public defender, preceded the guilty plea for in earlier discussions Hanson serve four years in prison and 10 years’ extended supervision on the charge of first degree of recklessness injury, with the charge of causing mental harm to a child be read in and dismissed.

Hanson was originally charged with attempted first-degree intentional homicide, intentionally subjecting an individual at risk to abuse, battery and neglecting a child. These charges were dismissed with the filing of the amended charges.

Both of the amended charges Hanson pleaded guilty to carry the modifiers – party to a crime. The other party, Robert Meyers, 54, of Spooner, was also charged in connection to the same crime.

According to the criminal complaint, Hanson and Meyers allegedly attempted to kill Meyers’ wife, Sharon Meyers, by poisoning her in 2018. The Spooner Police Department conducted the investigation into the poisoning allegations. The investigation led to both Hanson’s and Meyers’ arrests and formal charges. According to court records, Meyers is charged with attempted first-degree intentional homicide, intentionally subjecting an individual at risk to abuse, battery, or neglecting a child. These charges were dismissed with the filing of the amended charges.

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Hanson’s sentencing is set for April 2020. Meyers’ next court date is on oral ruling on a motion to suppress evidence set for December.
SCF council agrees to Civic group master lease

December 4, 2019 | Inter-County Leader | News Section A - Page 9

The disjointed Dec. 3 CDA meeting was in polar opposition to recent action by the city’s common council, whereby the mayor — who is also on the CDA — announced the previous week that after months of closed session negotiations, they had reached a compromise with the Friends of the Civic Auditorium group on a draft agreement that would allow the Friends of the Civic Auditoium group on a draft agreement that would allow the non-profit to move forward with the lease agreement between the city and the non-profit FCA group. That draft agreement clarifies a proposed 15-year, renewable contract on use of a renovated Civic Auditorium — using TIF funds, donations and grants — in a so-called triple net lease system, where the FCA group would handle rental, operations and maintenance while making annual payments in lieu of taxes to the city.

While the CDA adjourned taking no real action on any of the agenda items except hiring an attorney, there remain several dramatic questions to be addressed, including how involved the St. Croix Falls Project Commission is in the final TIF approval process, and even certain project dependencies, the lease agreement and what the latest renovation plans entail. None of those items were addressed but may be answered at their next meeting, slated for Jan. 7, 2020, and they may or may not have some questions answered, including whether they have a new attorney and even if the CDA is dissolved.

“There’s a lot of questions the new legal counsel has to weigh in on,” Carlson said as the meeting was adjourned. Alderperson Kirk Anderson was in attendance and said he was shocked at the meeting and CDA efforts.

“The city already has legal counsel, and (the CDA) asked and sought a legal opinion on the discrepancies on what the CDA’s actual focus is supposed to be and what they’re attempting to do, which in my mind is nothing but obstruction,” Anderson said. “This is a last-ditch effort by the mayor and his appointed CDA — which he appointed knowing that they were going to push this project and it’s their last-ditch effort to submerge this project once and for all.”
Eric Jorgensen named chief of joint police department

Balsam Lake Trustee Kellie Flaherty, center right, was challenged by Trustee Jeremy D. Hanford, far left, to support the fire department’s Fire and Ice Plunge if the Vikings Monday night game against the Seahawks. Hanford, sporting a Seahawks shirt, said he would take the plunge if the Vikings lose.

Burnett County Circuit Court

Burnett County Circuit Court issued the following warrants for the report date of Nov. 26:

- Failure to pay support: 
  - Earl P. Holmgren, 58, Siren, $17,000
  - David B. Johnson, 37, Luck, $10,000
  - Joseph E. Rogers, 32, Jackson, $10,000
  - Timothy J. McQuaid, 30, town of Ellsworth, $9,000

Burnett County bookings

Burnett County Circuit Court criminal and traffic dispositions for the week of Nov. 25:

- St. Croix Tribal Police Dept.
  - Albert P. Sien, 26, Grantsburg, $4,000
  - Brian S. Sybert, 26, Grantsburg, $2,000

Burnett County deaths

Burnett County warrants

Other business

- The village caucus will be held Tuesday, Jan. 14, at 6 p.m. at the fire hall. Up for election are the seats currently held by Trustees Rediske and Corby Stark, as well as the seat left vacant with the resignation of Jorgensen.

- Nick’s Tracking’s work on Peterson Trail came in at $4,375. The board had allocated $10,000 for the project.

- At the recommendation of Jorgensen, the board approved the purchase of a welder, cable and trailer from Mississippi Welders Supply Company, at a cost of $16,746. The cost will be split between the water utility, $10,000, the sewer utility, $3,500, and the machinery/equipment outlay account, $3,246.

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RESOLUTION 51-19
RESOLUTION TO APPROVE ZONING ORDINANCE AMENDMENT FOR THE TOWN OF ST. CROIX FALLS
TO THE HONORABLE BOARD OF SUPERVISORS OF THE COUNTY OF POLK, WISCONSIN:
WHEREAS, the Town of St. Croix Falls administers their own Zoning Ordinance; and
WHEREAS, paragraph 3 of Wisconsin Statute Chapter 60.62 relating to town zoning authority, if exercised, provides powers, rights and duties for counties having a county zoning ordinance, no zoning ordinance or amendment of a zoning ordinance may be adopted unless approved by the board of supervisors of the county; WHEREAS, the Town of St. Croix Falls adopted Zoning Ordinance No. 1 on August 5, 1965, amendments to the Zoning Ordinance No. 1 were last adopted, in accordance with Wisconsin Statute Section 655.20, on November 1, 2019. All the provisions of Ordinance No. 1 shall follow the procedure outlined for other special exceptions in this ordinance. Any other request for relief from any other portion of this chapter will be made as a variance request to the Town Board of Appeals.
WHEREAS, the Polk County Board of Supervisors must also approve any zoning ordinance amendments for the Town of St. Croix Falls, Polk County, Wisconsin, does approve Ordinance 19-05 amending Zoning Ordinance No. 1 of their ordinance.
WITNESS WHEREOF, the Town Board of the Town of St. Croix Falls passed Resolution 19-36 adopting Ordinance 19-05 amending Zoning Ordinance No. 1 at their Ordinance 19-36 amending Zoning Ordinance No. 1 at their Ordinance 19-36 amending Zoning Ordinance No. 1 at their Ordinance 19-36 amending Zoning Ordinance No. 1 at their Ordinance 19-36 amending Zoning Ordinance No. 1 at their Ordinance 19-36 amending Zoning Ordinance No. 1 at their Ordinance 19-36 amending Zoning Ordinance No. 1 at their Ordinance 19-36 amending Zoning Ordinance No. 1 at their
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RESOLUTION 19-36
A RESOLUTION ADOPTING ORDINANCE 19-05 AMENDING ZONING
WHEREAS, the Town of St. Croix Falls has village powers under Section 60.62(2) of Wisconsin Statutes 2017-2018, as amended, and Section 1.341(1), Stats., to act for the good order of the Town, for its commercial benefit and for its health and welfare and for the health, safety and welfare of the public; and
WHEREAS, the Town of St. Croix Falls adopted Zoning Ordinance No. 1 on August 5, 1965, amendments to the Zoning Ordinance No. 1 were last adopted, in accordance with Wisconsin Statute Section 655.20, on November 1, 2019. All the provisions of Ordinance No. 1 shall follow the procedure outlined for other special exceptions in this ordinance. Any other request for relief from any other portion of this chapter will be made as a variance request to the Town Board of Appeals.
RESOLUTION 52-19
RESOLUTION REGARDING THE CLASS ACTION NATIONAL PRESCRIPTION OPIOID LITIGATION

WHEREAS, Polk County Board of Supervisors previously voted against (5 in favor and 6 against) Resolution 12-18 in February of 2018, that would have allowed Polk County to participate in the National Opioid Litigation as a Plaintiff; and

WHEREAS, notice of right exclude the County as a class-action member in the United States District Court, Northern District of Ohio, in the National Prescription Opiate Litigation, MDL 2904 was received by the County in early October (note: this is different than the litigation contemplated in Resolution 12-18 and is not being litigated by the attorneys contemplated in Resolution 12-18); and

WHEREAS, based upon Resolution 12-18, the County Administrator and the County Board Chair opted out of the class-action lawsuit; and

WHEREAS, the County has until November 22, 2019, to determine whether the County wants to ultimately opt in or out of the Ohio class-action lawsuit; and

WHEREAS, it is believed more information regarding the lawsuit is available than what was known in February of 2018, including that Polk County is the only county out of 72 counties in Wisconsin that has not agreed to join the class-action lawsuit; and

WHEREAS, many of the concerns in the WHEREAS clauses of Resolution 12-18 still exist or have been exacerbated by the opioid epidemic;

NOW, THEREFORE, BE IT RESOLVED, that the Polk County Board of Supervisors directs the County Administrator to rescind the letter opting out of the litigation before the November 22, 2019, deadline.

By: Chris Nelson.

County Administrator's Note: This is a Policy decision.

Malia Malone, Interim County Administrator.

Fiscal Impact Note: This Resolution has no immediate financial impact, but does allow for a potential receivable depending upon the outcome of the underlying litigation.

Legal Impact Note: Given that this is new litigation that differs from the litigation contemplated in Resolution 12-18, it is not necessary to rescind 12-18 in order to pass this Resolution.

At its regular business meeting on November 12, 2019, the Polk County Board of Supervisors acted upon Resolution 52-19: Resolution Regarding The Class Action National Prescription Opioid Litigation. Chairman Johansen called to the floor Resolution 52-19: Resolution Regarding The Class Action National Prescription Opioid Litigation. Chairman Johansen called for a motion to adopt Resolution 52-19.

Motion (Bonneprise/Luke) to adopt Resolution 52-19, Chairman Johansen called upon Interim Administrator Malone to provide information to the County Board regarding the resolution, County Board engaged in discussion regarding the resolution. Chairman Johansen called for a vote on the motion to adopt Resolution 52-19.

Motion to adopt Resolution 52-19 carried by unanimous voice vote. Resolution 52-19: Resolution Regarding The Class Action National Prescription Opioid Litigation adopted.

Chairman Johansen called for a motion for a recess at 6:59 p.m. Motion (Bonneprise/Demulling) to recess for the Public Hearing to be held at 7:30 p.m. Chairman Johansen called for a voice vote on said motion. Motion to recess for the Public Hearing on the Budget carried by unanimous voice vote.

Chairman Johansen declared the Public Hearing on the proposed Operating and Capital Budget for Calendar Year 2020 open at 7:00 p.m. Chairman Johansen offered a time for public testimony regarding the 2020 budget. No other public testimony was offered. Chairman Johansen offered a time for public testimony regarding the 2020 budget. The County Board received information from Supervisor Masters regarding the budget. No other public testimony was offered. Chairman Johansen declared the Public Hearing closed (7:02 p.m.).

Chairman Johansen called for a recess until 7:05 p.m. Chairman Johansen called the meeting back into legislative session at 7:09 p.m.

RESOLUTION 55-19
RESOLUTION TO RATIFY LABOR AGREEMENT WITH WISCONSIN PROFESSIONAL POLICE ASSOCIATION - FIELD SERVICES ASSOCIATION LOCAL 201 FOR PERIOD BEGINNING JANUARY 1, 2020

TO THE HONORABLE CHAIRPERSON AND SUPERVISORS OF THE COUNTY BOARD OF THE COUNTY OF POLK:

LADIES AND GENTLEMEN:

WHEREAS, the General Government Committee is authorized to negotiate labor agreements on behalf of Polk County; and

WHEREAS, the General Government Committee has negotiated the labor agreements with the Wisconsin Professional Police Association - Field Services Association Local 201, for the period beginning January 1, 2020; and

WHEREAS, the language changes and general compensation adjustments for the sworn deputy employee group represented by Wisconsin Professional Police Association - Field Services Association Local 201, for the period beginning January 1, 2020, and incorporated herein.

NOW, THEREFORE, BE IT RESOLVED, the Polk County Board of Supervisors ratifies the language changes and general compensation adjustments for the sworn deputy employee group represented by Wisconsin Professional Police Association - Field Services Association Local 201, as attached hereto and incorporated herein.

BE IT FURTHER RESOLVED, the Polk County Board of Supervisors authorizes the County Administrator in conjunction with the Corporation Counsel and the Chief Deputy to make a final review of contract language and make technical corrections as necessary prior to signature in order for such contracts to be implemented.

By: Brian Masters.

County Administrator’s Note: Recommended.

Malia Malone, Interim County Administrator.

Maggie Wicke, Finance Director.

Approved as to form and execution by: Joseph Loso, Corporation Counsel.

Legal Impact Note: This Resolution ratifies the labor agreement reached with the labor union, WPPA for the terms contained in the attachment.

EXECUTIVE SUMMARY
This Resolution ratifies the labor agreement reached with the labor union, WPPA for the terms contained in the attachment.
GOVERNMENT ACTUARY REPORT

The Association recognizes the lawful management rights of the County which include:
A. To direct all operations of the Department.
B. To establish rules and regulations.
C. To hire employees to positions within the Department.
D. To suspend, demote, discharge and take other disciplinary action against employees.
E. To relieve employees from their duties because of fear of funds, according to the rules and regulations established by the County.
F. To maintain efficiency of County government operations.

ARTICLE 1 - ASSOCIATION MANAGEMENT RELATIONS

Section 1. Representation/Negotiation Procedure
A. The Association, hereinafter referred to as the Association, shall be represented by such persons and/or committee(s) as it may determine. Up to two (2) employees who are in pay status shall be compensated by the employer for attending bargaining sessions, which occur during working hours. This Association shall notify the Employer of the names of the employees of the Association constituting the bargaining unit.

Section 2. Recognition Clause
A. The Association recognizes the Employer as the exclusive bargaining representative, for all employees who apply consistent with the Association constitution and bylaws. No employee shall be denied Association membership because of race, creed, color or sex. The County recognizes the Association as the exclusive bargaining representative for employees with a grievance or dispute or any events which are in pay status shall be compensated by the Employer for attending bargaining sessions, which occur during working hours.

Section 2. Dismissal during Probation
A. All new employees shall be employed on a twelve (12) month probationary period for such extended periods of time as may be needed to complete any required introductory law enforcement minimum standards training sessions.

Section 5. Definition
A. A grievance is defined to be a controversy between an employer and the Association as to:
1. Whether an unfair labor practice has been committed.
2. Whether an interpretation of this Agreement has been violated, they shall consult with the Union Representative within 30 calendar days from the occurrence of the event which is the subject matter of the grievance and/or within calendar 30 days from the time the event became known to the aggrieved employee.

Section 6. Request for Arbitration
A. The parties submitting the grievance proceed to arbitration shall notify the other party or parties, and within fifteen (15) calendar days petition the Wisconsin Employee Relations Commission to provide a panel of five (5) arbitrators from which the parties may strike unless the parties can mutually agree to request a transcript, they shall equally share the costs involved. If both parties agree to request a transcript, they shall equally share the costs involved. If both parties agree to request a transcript, they shall equally share the costs involved.

Section 7. Hearing
A. The Arbitrator appointed shall meet with the parties at a mutually agreeable date to review the evidence and hear testimony relating to the grievance, submit the grievance and all relevant facts, in writing, to the Sheriff or his/her designated representative, who shall send the same to the arbitrator, who shall render a written decision to both the County and the Association, which shall be binding upon both parties.

Section 8. Costs of Hearing
A. Costs shall be shared equally by the parties. While the parties may strike unless the parties can mutually agree to request a transcript, they shall equally share the costs involved. If both parties agree to request a transcript, they shall equally share the costs involved.

Section 9. Transcript
A. The Arbitrator appointed shall request that the parties shall have the opportunity to submit a transcript of the record.

Section 10. Decision
A. The decision of the Arbitrator shall be final, binding and conclusive.

Section 11. Past Grievances
A. All grievances filed which bear a filing date, which precedes or is the same as the expiration date of this Agreement must be processed to conclusion under the terms of this Agreement.

ARTICLE 4 - PROBATIONARY EMPLOYMENT

Section 1. Length and Performance Review
A. All new employees shall be employed on a twelve (12) month probationary period or for such extended periods of time as may be needed to complete any required introductory law enforcement minimum standards training sessions.

Section 4. Retention
A. Each employee shall receive a performance review upon completion of the six months of employment, and at the completion of the probationary period.

Section 5. Time
A. Time spent during the initial twelve (12) month period attending the said minimum standards training sessions shall extend the probationary period by an equivalent time.

Section 6. Dismissal During Probation
A. During the initial twelve (12) month period of employment actually spent under the supervision of the Sheriff, the Sheriff shall have the sole power to retain or dismiss the employees, for which the employee shall not have the right to re-course through the grievance procedure.

G. To take whatever action is necessary to comply with State or Federal law except if those laws conflict with this Agreement, in which case the parties shall enter into immediate negotiations.

H. To introduce new or improved methods or facilities.

I. To determine the methods, means, kinds and amounts of services to be performed as part of any County government operation and to the number, kinds or classifications of personnel to be used for such services and to contract for goods or services elsewhere where the work is not affected, there must be a showing of substantial savings to the County.

J. To take whatever action is necessary to carry out the functions of the County in situations of emergency or unique circumstances.

Whether or not the employer has been reasonable in the exercise of these management rights, A through J shall be subject to the provisions of this Article. 3.
if the employee is employed for twelve (12) months under the supervision of the Sheriff and is required to thereafter complete a portion of minimum standards training sessions. Such sessions shall be counted as work days and carry over is as follows:

Unreasonable withholding.

Reasons. Leaves for personal reasons of more than thirty (30) days must be approved by the Public Protection Committee. Leaves of absence will not be granted in any case of a recall, the last regular full-time employee laid off shall be the first employee called back to work. Regular full-time laid-off employees shall hold recalls for 2 years from the date of the lay-off. In the event of a recall of less than full-time status, regular full-time employees shall have priority in obtaining work over part-time employees for the status after all part-time employees. If the employee does not select this option, it shall have no adverse affect on any employee's seniority.

ARTICLE 10 - WORKER'S COMPENSATION BENEFITS

Section 1. Employer's and Employee's Compensation. The County agrees to pay the employee's salary as spelled out in Section 1 above. In no event will the total amount paid for such leave exceed the equivalent of six (6) months total pay. Employees shall present a copy of each contractor's certification statement to their employer during the leave. Seniority shall accrue throughout the military leave.

ARTICLE 11 - WISCONSIN RETIREMENT PLANS

The County agrees to make contributions to the Wisconsin Retirement Plan in the full amount for those employees hired prior to July 1, 2011. Exempt employees effective July 1, 2011, and thereafter shall be responsible for payment of the employee share of the Wisconsin Retirement Plan Fund contribution rate. Deputies shall be covered under the Wisconsin Retirement System (MERS).

ARTICLE 12 - HOLIDAYS

Section 1. Scheduled Holidays. All employees covered under terms of this Agreement shall receive the following holidays with pay at their regular rate of pay: New Year's Day, Good Friday, Easter, Memorial Day, Independence Day, Labor Day, Condominium Day, Veterans Day, Thanksgiving Day and Christmas Day.

Section 2. Eligibility for Holiday Pay. In order to be eligible for the above-listed paid holidays, the employee must have worked in the County for a cumulative period of six (6) months prior to the paid holiday. In-pay status shall include employees on vacation, FMLA leave, disability, any paid leave, and any paid leave during the term of this Agreement.

ARTICLE 7 - BEREAVEMENT LEAVE

Section 1. Leave for Bereavement. In the event of a death of a member of an employee's immediate family, said employee shall be allowed up to a three (3) day leave of absence at his/her regular rate of pay. Immediate family is defined to include: husband, wife, chil-

dren, father, mother, brother, sister, father-in- or mother-in-law, son- or daughter- in-law, brother-in- or sister-in-law, grandparents, grandchildren, half-brother, half-sister, stepparents, stepfather- or mother-in-law, stepchildren, stepsister, step-brother, and stepsister.

ARTICLE 9 - TERMINATION OF EMPLOYMENT

Section 1. Strike or Protesting. Neither the Association nor any of its officers, agents or County employees will instigate, support, or participate in any picketing, slowdown, concerted work stoppage, or any other intentional inter-

ruption of working relations in violation of this Agreement.

ARTICLE 8 - NO STRIKE AGREEMENT

Section 2. Contested Claims. In the event of a death of an employee's immediate family, said employee shall be allowed up to a three (3) day leave of absence at his/her regular rate of pay. Immediate family is defined to include: husband, wife, chil-

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Section 3. Compensation for Worked Holidays

Employees shall be paid in additional regular pay, one-and-one-half (1 1/2) times the regular rate of pay if their working day starts on the above-named holiday. If their working day begins after the holiday, they shall receive one day's pay for the holiday based on the employee's regular workday.

ARTICLE 13 - VACATIONS

Section 1. Vacation Accrual Rate

A. Employees shall earn paid vacations according to the following schedule:

1. Employees shall accrue vacation pay each pay period at a rate equivalent to five (5) days per pay period for each (12) calendar years of service.

2. Employees shall accrue vacation pay each pay period at a rate equivalent to fifteen (15) days per pay period for each (12) calendar years of service.

B. Employees shall accrue vacation pay each pay period at a rate equivalent to twenty-four (24) days per pay period after their eleventh (11th) anniversary date.

C. If an employee takes unpaid leave of absence during any portion of a pay period, the accrued vacation pay for that portion of the pay period shall be prorated.

A vacation day shall be defined as equal to the amount of hours established in the employee's work schedule.

Section 2. Payment of Unused Vacation on Termination of Employment

The County agrees to pay all accrued vacation benefits including current vacation pay, on the last payday before the employee's termination of employment, as written in Article 9 - Section 2 and Employer furnishes complete personnel file

Section 2. Vacation Balance

Employees may accrue up to twenty-four (24) hours at any time.

Section 4. Minimum Vacation Increments

Employees will be allowed to take split vacations and may elect to take vacation periods of one (1) day at a time. Employees must notify the employer of their intentions to take one (1) day of vacation as far in advance of that day as possible.

Section 5. Vacation Approval Requirements

All vacations must be approved by the Sheriff or designee. All requests for vacation shall be submitted at least two (2) weeks prior to the intent of going on vacation.

The event conflicting occurs for employees requesting vacation leave, approval shall be determined as follows:

- Seniority shall prevail with applicant scheduled more than 60 days in advance
- Vacation schedules less than 60 days in advance shall be awarded on a first-come, first-served basis

The employer shall respond to vacation requests within two weeks.

ARTICLE 14 - HEALTH INSURANCE

Section 1. Employer Contribution

The County shall pay eighty percent (80%) of the single health insurance premium and an amount equal to sixty percent (60%) of the Family health insurance premium. Plan participants successfully completing the requirements provided for in this Section will be eligible for coverage by the County Board for all other health plan offerings shall receive a sixty-five percent discount on the monthly premium. Employees shall be paid the difference between the employer contribution and the cost to the employee on health insurance benefits as are set forth in Article 14 will receive full insurance benefits, but premiums will be prorated on the amount of time worked during the month previous to the actual month of payment on the portion of the contributions made by the County.

Section 2. Employees Eligibility

Employees who are eligible for benefits will be covered under the County health insurance policy. If the County reduces insurance coverage to one of the thirty-one (31) days of employment. To the extent the applicability, eligibility, and beneficiaries of the County Health Insurance Policy. The Board of Directors for each employee in the application requirements within five (5) days of employment. Eligible employees who do not make application for this coverage within fifteen (15) days of employment shall be subject to late enrollment of employees as described in the Polk County Employee Health Benefit Plans. Coverage dates will be administered as per the Polk County Employee Health Benefit Plans.

In addition, the County may make other insurance plans available to employees for their participation on a voluntary basis. No action on the part of the County in this respect shall be deemed to be an agreement or commitment to make such plans in any future years. The County shall provide for an open enrollment period for future years.

Section 4. Employee Representation on Health Insurance Committee

One member of the bargaining unit will serve on the Health Insurance Advisory Committee for the purpose of arriving at a mutually satisfactory agreement on the matters which shall supplement and not be inconsistent with the understandings and agreements arrived at by the parties after the exercise of that right and that opportunity are set forth in this Agreement. The understandings and agreements arrived at by the parties after the exercise of that right and that opportunity are set forth in this Agreement.

ARTICLE 15 - USE OF AUTOMOBILES BY POLK COUNTY

Section 1. Unauthorized Passengers

On duty, Deputies shall not transport any unauthorized person in County-owned vehicles, except as required by their duty assignment as authorized by the Sheriff.

Section 2. Maintenance of Vehicles

Each Deputy has a duty to maintain and keep the motor vehicles, which he/she is using in good condition at all times.

Section 3. Vehicle Use of Other Vehicles

Deputies shall refrain from any unusual or abuse of County-owned motor vehicles, including excessive idling, idling of the motor vehicle off the road, idling of the motor vehicle off the road, and any use of the vehicle for non-work-related activities.

Section 4. Alcohol Usage Prohibited

All Deputy members are prohibited from intoxicate liquids while on duty, without authorization shall have a final suspension, or if arrested and convicted, the use of intoxicating while driving a County vehicle, shall have a final suspension.

Section 5. Personal Use Prohibited/Uniform Requirement

Deputies shall be restricted to personal use of intoxicating liquids while on duty, with unauthorized possession of alcoholic beverages, except as noted above, the Deputies shall be in uniform unless circumstances prevent them from wearing the uniform.

ARTICLE 16 - PAY PERIOD

Employees shall be paid every two (2) weeks. Direct deposit shall be mandatory for all employees hired after ratification of the 1007-08 Agreement and optional for other employees. When an employee's paycheck is overpaid on a check that is direct deposited, the County shall work with the payee to avoid the overpayment.

ARTICLE 17 - MISCELLANEOUS PROVISIONS

Section 1. Negotiation of Wages for New Positions

In the event a new position is created or in the event additional duties or responsibilities are added to a particular existing job classification, the parties to this Agreement shall agree to the position. This procedure will be followed by thirty (30) days written notice by either party.
The Employer agrees to deduct monthly dues in the amount certified by the WWP/LEER from the checks paid to regular full-time employees. The deduction authorization form shall be in the form published by the WWP/LEER. In addition, the Association may authorize local dues deductions in accordance with the WWP/LEER dues. The Employer shall deduct the combined dues amount each month for local and state dues deductions. The amount of such deduction shall be reduced to the maximum extent that the Association may lawfully authorize in the form set forth in the form published by the WWP/LEER. The Employer shall withhold from the amount on which employees are paid their share of the collective bargaining process, and the amounts contributed by the Employer to the Flexible Benefits Plan as the amount for the purpose of this Article. The Employer agrees to present its contract opener requests to the County. The Employer shall present its proposal by August 15th in accordance with the terms and conditions of the Plan’s Participation Agreement, a copy of which is attached to this agreement. The parties hereby designate Plan Sponsors for the Beloit, State, R顺府, and Retirement Plan. The Employer agrees to contribute to the Plan on behalf of the employees of the Polk County Sheriff’s Department covered by this collective bargaining agreement.

ARTICLE 24 - FLEXIBLE SPENDING ACCOUNTS

The employer agrees to implement a Flexible Spending Account Plan as allowed under Section 125 and Section 129 of the Internal Revenue Codes as amended to all employees employed by the employer. "The employer agrees to allow employees to contribute amounts contributed by the employer to the Life Insurance and Health Plan as defined in Article 14 and 17. The employer agrees to provide the Flexible Benefits Plan as defined in Article 24, and cash compensation.

Section 3. Enrollment and Participation

The annual enrollment period for the Flexible Spending Account Plan shall be November 20, commencing on the first day of the first pay period in the succeeding year; said enrollment period shall be six months in duration and shall commence on January 1 of the succeeding year.

The employer agrees to make payments or contributions to the Flexible Spending Account Plan as allowed under Section 125 and Section 129 of the Internal Revenue Codes as amended to all employees employed by the employer. "The employer agrees to provide the Flexible Benefits Plan as defined in Article 24, and cash compensation.

Section 1. Wage Schedule

The employer agrees to pay the employees covered under this contract in accordance with the Wage Schedule set forth in Appendix A.

ARTICLE 25 - WAGES

The employer agrees to pay the employees covered under this contract in accordance with the Wage Schedule set forth in Appendix A.

ARTICLE 22 - LONG-TERM DISABILITY INSURANCE

The employer agrees to provide long-term disability insurance for all employees. The employer agrees to provide long-term disability insurance for all employees. The employer agrees to provide long-term disability insurance for all employees.

ARTICLE 23 - DUES DEDUCTIONS

The Employer agrees to deduct monthly dues in the amount certified by the WWP/LEER from the checks paid to regular full-time employees. The deduction authorization form shall be in the form published by the WWP/LEER. In addition, the Association may authorize local dues deductions in accordance with the WWP/LEER dues. The Employer shall deduct the combined dues amount each month for local and state dues deductions. The amount of such deduction shall be reduced to the maximum extent that the Association may lawfully authorize in the form set forth in the form published by the WWP/LEER. The Employer shall withhold from the amount on which employees are paid their share of the collective bargaining process, and the amounts contributed by the Employer to the Flexible Benefits Plan as the amount for the purpose of this Article. The Employer agrees to present its contract opener requests to the County. The Employer shall present its proposal by August 15th in accordance with the terms and conditions of the Plan’s Participation Agreement, a copy of which is attached to this agreement. The parties hereby designate Plan Sponsors for the Beloit, State, R顺府, and Retirement Plan. The Employer agrees to contribute to the Plan on behalf of the employees of the Polk County Sheriff’s Department covered by this collective bargaining agreement.

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The annual enrollment period for the Flexible Spending Account Plan shall be November 20, commencing on the first day of the first pay period in the succeeding year; said enrollment period shall be six months in duration and shall commence on January 1 of the succeeding year.

The employer agrees to make payments or contributions to the Flexible Spending Account Plan as allowed under Section 125 and Section 129 of the Internal Revenue Codes as amended to all employees employed by the employer. "The employer agrees to provide the Flexible Benefits Plan as defined in Article 24, and cash compensation.

Section 1. Wage Schedule

The employer agrees to pay the employees covered under this contract in accordance with the Wage Schedule set forth in Appendix A.

ARTICLE 25 - WAGES

The employer agrees to pay the employees covered under this contract in accordance with the Wage Schedule set forth in Appendix A. The hourly rates of pay as delineated in Appendix A shall be as an hourly representation of a sum of paying of amounts contributed by the employer to the Life Insurance and Health Plan as defined in Article 14 and 17. The employer agrees to provide the Flexible Benefits Plan as defined in Article 24, and cash compensation.

Section 3. Enrollment and Participation

The annual enrollment period for the Flexible Spending Account Plan shall be November 20, commencing on the first day of the first pay period in the succeeding year; said enrollment period shall be six months in duration and shall commence on January 1 of the succeeding year.

The employer agrees to make payments or contributions to the Flexible Spending Account Plan as allowed under Section 125 and Section 129 of the Internal Revenue Codes as amended to all employees employed by the employer. "The employer agrees to provide the Flexible Benefits Plan as defined in Article 24, and cash compensation.

Section 1. Wage Schedule

The employer agrees to pay the employees covered under this contract in accordance with the Wage Schedule set forth in Appendix A.

ARTICLE 25 - WAGES

The employer agrees to pay the employees covered under this contract in accordance with the Wage Schedule set forth in Appendix A. The hourly rates of pay as delineated in Appendix A shall be as an hourly representation of a sum of paying of amounts contributed by the employer to the Life Insurance and Health Plan as defined in Article 14 and 17. The employer agrees to provide the Flexible Benefits Plan as defined in Article 24, and cash compensation.
Step 4 Either party after submitting initial proposals set forth in Steps 1 and 2 of this section, reserve the rights during negotiations to amend, alter, delete, change or add to any proposals.

Step 5 After agreement has been reached between the parties, that part may be signed by both parties and set aside, not to be renegotiated unless agreed upon by both parties.

APPENDIX A

Deputies who are assigned to work a 5-2 schedule rotation shall receive a sixty-cents ($0.60) per hour differential for all hours worked. Deputies who are assigned to work a 10-2 schedule shall receive an additional forty-cents ($0.40) per hour differential for all hours worked.

Field Training Officers who receive a $100.00 per hour differential for all hours assigned to conduct field service training.

MEMORANDUM OF UNDERSTANDING BETWEEN POLK COUNTY AND THE POLK COUNTY SHERIFF’S DEPARTMENT FIELD SERVICES ASSOCIATION (FULL-TIME)

12-HOUR WORK SCHEDULE

POLK COUNTY and the Polk County Sheriff’s Department Field Services Association have developed a twelve (12) hour work schedule for sworn full-time Deputies assigned to the Polk County Sheriff’s Department, which is based upon a fourteen (14) day work period with a total of 2,080 hours worked per year.

WHEREAS, the PCSDFSA and the County are desirous of implementing a new work schedule on a limited trial basis; and

WHEREAS, the PCSDFSA and the County have developed a ten (10) hour work schedule for sworn full-time Deputies of the Polk County Sheriff’s Department, which is based upon a fourteen (14) day work period with a total of 2,080 hours worked per year.

WHEREAS, the parties have agreed to implement a schedule change on a six-month trial basis beginning on or about January ______, 2020, and ending on June ______, 2020, unless extended, as provided hereinafter; and

WHEREAS, the impact of the trial work schedule on the operations of the Polk County Sheriff’s Department and its sworn Investigator Deputies and the services provided to the public will be monitored through-out this trial period; and

WHEREAS, the parties recognize that various provisions of the collective negotiation agreement are impacted by such revised work schedules;

IT IS HEREBY AGREED and understood between the parties as follows:

1. POLK COUNTY and the PCSDFSA have jointly developed a ten-hour schedule for Investigator deputies which is based upon a fourteen (14) day (80 hour) work period.

2. Employees covered by the PCSDFSA agreement and presently working a patrol shift schedule of six (6) month trial basis beginning on or about January ______, 2020, and ending on June ______, 2020, unless extended, as is provided hereinafter; and

3. Deputies who will be working a 5 on, 2 off, 8-hour schedule will be compensated a minimum of 8 hours for training that occurs on a scheduled work day.

4. The schedule selected for the 12-hour shifts is as follows:

Two day off groups with group A starting on a Monday working four (4) days followed by two (2) days off, on a repeating schedule, shall work a ten (10) hour schedule.

5. Deputies who will be working a 5 on, 2 off, 8-hour schedule shall receive an additional forty-cent ($0.40) per hour rate differential for all hours worked.

6. The Sheriff or designee will determine the staffing levels that is, the exact number of Deputies assigned to the various positions throughout the twelve (12) hour schedules. In addition, the Sheriff shall have the right to alter said staffing levels, from time to time, as he/deems appropriate and necessary to ensure the efficient operation of the Department and/or which are found in the best interest of the Department.

HOURS OF WORK AND ABSENCES FROM DUTY

7. Under the twelve (12) hour work schedule, Deputies working will be compensated a minimum of 8 hours for training that occurs on a scheduled work day.

8. The conversion of vacation time shall be for-hour based upon an 8-hour workday.

9. The conversion of Bereavement leave shall be day for day in accordance with Article 7 of the SPPOA agreement. Deputies working 10-hour days will be treated as 8-hour deputies for purposes of determining vacation time.

10. Conversion of Holidays will be for-hour based on an 8-hour workday. Currently, thedépout shall receive an additional $1.50 per hour in lieu of language under Appendix A, which is based upon a fourteen (14) day work week, in lieu of any time off for holidays.

11. All other language of the SPPOA work agreement under Article 12 regarding holidays remains status quo.

12. Article 5 - Sick Leave; Conversion of Sick Time 1 day = 8 hours.

13. During the trial work schedule, overtime compensation at time and one-half (1.5x) as pay or an equivalent shall be paid to any deputy in excess of his/her regularly scheduled shift (12 hours) in any one shift/weekwork.

14. Deputies shall receive the same rate differential they receive under Appendix A which is one dollar ($1.00) per hour rate differential for all hours worked.

15. Under Article 21- Hours of Work, Schedules, and Overtime; Section 4. On-Call Duty, Deputies may call off on-call hours to 5:00 p.m. on Friday until 7 a.m. on Monday. All other language remains the same.

16. In lieu of current language under Article 17, Section 4 Court Time; The Deputies agree to the following: (a) a maximum of 20% of time off for court cases; (b) a maximum of 6% of time off for court cases.

17. Training during working hours: If scheduled training does not cover an investigator’s full shift the investigator will return to regular duty after the training to complete their shift. If a supervisor determines it is not possible for the investigator to return to regular duty the investigator will be compensated a minimum of 8 hours for training that occurs on a scheduled workday. If training and training does not cover a 10-hour shift the remaining time will be compensated at time and one-half (1.5x) as pay or an equivalent for time worked during the 10-hour period via travel time or other assigned work. If there is a question

DECEMBER 4, 2019 - INTER-COUNTY LEADER - NEWS SECTION - A - PAGE 17 regarding their training, the investigator or Captain must sign the time sheet not to returning, Investigators may also use compensatory time or vaca- tion to fulfill their 10-hour shift.

17. If the desktop time resets back to an eight (8) hour schedule or another schedule, in that event, all of the revised provisions as a result of the work schedule change terms and conditions which are contained in the collective bargaining agreement.

18. In the event the desktop time resets back to the 10-hour shift, all deputies will receive a 1½% pay increase at the base, on the first full pay period fol-lowing the end of the 12-hour 6-month trial period.

19. In the event of a conflict between the provisions of this Addendum and any other language in the SPPOA work agreement, the provisions of this Addendum will prevail.

MEMORANDUM OF UNDERSTANDING BETWEEN POLK COUNTY AND THE POLK COUNTY SHERIFF’S DEPARTMENT FIELD SERVICES ASSOCIATION (FULL-TIME)
16. If training and travel does not cover a scheduled 12-hour shift, the remaining hours will be made up during another day in the pay period via travel time or other assigned work. If there is a question regarding this, the deputy will contact the Sergeant or Captain prior to not returning. Deputies may also use compensatory time, vacation or voluntary time off hours to fulfill their 12-hour shift.

18. If the Department reverts back to an eight and one and half (8.5) hour schedule or another schedule, in that event, all of the revised provisions as a result of the work schedule change shall revert into those terms and conditions which are contained in the collective bargaining agreement absent these revisions.

19. If the County decides to discontinue the 12-hour shifts, all employees will receive a 1% pay increase at the base, on the first full pay period following the end of the 12-hour 6-month trial period.

20. In the event of a conflict between the provisions of this Addendum and any other language in the SPPOA work agreement, the provisions of this Addendum will prevail.

Chairman Johansen called to the floor Resolution 55-19: Resolution To Ratify Labor Agreement With Wisconsin Professional Police Association - Field Services Association Local 201 For Period Beginning January 1, 2020. Chairman Johansen called for a motion to adopt Resolution 55-19. Interim Administrator Malone provided information to the County Board regarding the resolution and the labor agreement. Chairman Johansen called for a voice vote on the motion to adopt Resolution 55-19. Motion to adopt Resolution 55-19 carried by unanimous voice vote.

Resolution 55-19: Resolution To Ratify Labor Agreement With Wisconsin Professional Police Association - Field Services Association Local 201 For Period Beginning January 1, 2020 adopted.

RESOLUTION 56-19
RESOLUTION TO RATIFY LABOR AGREEMENT WITH WISCONSIN PROFESSIONAL POLICE ASSOCIATION – FIELD SERGEANTS ASSOCIATION FOR PERIOD BEGINNING JANUARY 1, 2020
TO THE HONORABLE CHAIRPERSON AND SUPERVISORS OF THE COUNTY BOARD OF THE COUNTY OF POLK:
LADIES AND GENTLEMEN:
WHEREAS, the General Government Committee is authorized to negotiate labor agreements on behalf of Polk County; and
WHEREAS, the General Government Committee has negotiated the labor agreements with the Wisconsin Professional Police Association - Field Sergeants Association, for the period beginning January 1, 2020; and
WHEREAS, the language changes and general compensation adjustments for the sworn deputy employee group represented through said labor association reached through such negotiation are detailed in the attachments to this resolution.
NOW, THEREFORE, BE IT RESOLVED, the Polk County Board of Supervisors ratifies the language changes and general compensation adjustments for the sworn deputy employee group represented by Wisconsin Professional Police Association - Field Sergeants as attached hereto and incorporated herein.
BE IT FURTHER RESOLVED, the Polk County Board of Supervisors authorizes the County Administrator in conjunction with the Corporation Counsel and the Chief Deputy to make a final review of contract language and make technical corrections as necessary prior to signature in order for such contracts to be implemented.

By: Brian Masters.
County Administrator’s Note: Recommended.
Maile Malone, Interim County Administrator.
Maggie Wickre, Finance Director.
Approved as to form and execution by: Joseph Loso, Corporation Counsel.

Legal Impact Note: This Resolution obligates the County to the terms of the Agreement, notwithstanding any technical changes.

At its regular business meeting on November 12, 2019, the Polk County Board of Supervisors acted upon Resolution 56-19: Resolution To Ratify Labor Agreement With Wisconsin Professional Police Association - Field Sergeants Association For Period Beginning January 1, 2020, as follows: Adopted by unanimous voice vote.

Dean Johansen, County Board Chairperson.
Attest: Sharon Jorgenson, Polk County Clerk.

EXECUTIVE SUMMARY
This Resolution ratifies the labor agreement reached with the labor union, WPPA, for the terms contained in the attachments.

AGREEMENT BETWEEN POLK COUNTY AND THE WISCONSIN PROFESSIONAL POLICE ASSOCIATION (LAW ENFORCEMENT EMPLOYEE RELATIONS) ON BEHALF OF THE POLK COUNTY SHERIFF’S DEPARTMENT FIELD SERVICES SERGEANTS ASSOCIATION
January 1, 2020 – December 31, 2021

(Continued on page 24)
Dragon girls start strong with two road wins

Above The Fold Media | 1 For The Leader

CLAYTON/SHELL LAKE – Less than a full week into the season, the Siren girls basketball team already had a pair of road wins.

The Dragons emerged from two season-opening games away from home with a 2-0 record after beating Clayton and Shell Lake. The first of those wins was earned with long-range shooting.

Siren overcame an early deficit by sinking eight total 3-pointers, including six in the first half, earning a 61-43 win over the Bears on Nov. 26. Lindsay Liljenberg scored a game-high 21 points and led the Dragons to erase an early 10-4 Clayton lead.

Hannah Lemieux sank three of Siren’s 3-pointers in the game, which was a pleasant surprise for coach Ryan Karsten.

“For the first game of the year it’s definitely a surprise,” he said. “Hitting eight threes in the game was not what I’d pictured going in.”

The Dragons opened a double-digit lead before halftime and built it to more than 30 points in the second half. Their sizeable lead allowed for early substitutions and gave nine of their players scoring opportunities.

“Lemieux finished with 12 points; Jaidyn Jewell had eight and Morgan Shetler added six points.”

On Monday, Dec. 2, the Dragons had less breathing room but got their second win, 53-47, over Shell Lake. And to extend the season-starting streak of surprises, they earned this win without the benefit of a single 3-pointer.

Liljenberg scored a game-high 19 points and Shetler added 15 for Siren, who had to withstand a second-half comeback by the Lakers. The Dragons led by as many as 20 points in the first half and were up 30-17 at the break, but Shell Lake started the second half with a 33-14 run to pull within a point.

“We didn’t let the lead get away from us, but we got tired,” Karsten said. “We had a really thin bench to finish the game.”

Maddie Thiex added eight points for Siren.

The Dragons host Luck on Friday, Dec. 6, and go to Frederic on Tuesday, Dec. 10.

SCF 64, CW 25

CHETEK – The Saints opened a large first-half lead and kept adding to it in the second half for a win on Monday, Nov. 25.

Olivia Miron scored a game-high 15 points for St. Croix Falls and led them to a 35-12 lead over Chetek-Weyerhaeuser.

St. Croix Falls improved to 2-0 on the season and hosts Frederic on Friday, before playing at Unity on Tuesday, Dec. 10.

New Auburn 34, Webster 27

NEW AUBURN – The Tigers first-half defense allowed just nine points but the Trojans scored nearly as many points in the second half as Webster did in the game.

Webster went into halftime with a 15-9 lead before New Auburn posted 25 points in the second half to get the comeback win. Zoey Rada led all scorers with 19 points for the Trojans.

“Coach Helfeld led Webster with six points; Alyiah Daniels added five while Jenna Gomulak, Hannah McDowell and Torrance Wols each scored four.

Unity 52, Barron 39

BARRON – Raegan Sorensen helped the Eagles break their halftime tie with Barron on Tuesday, Nov. 19.

Sorensen scored 21 of her game-high 33 points in the second half while the Unity defense allowed just three Barron players to score after halftime. Sierra Swanson scored eight of her 10 points in the first half for the Eagles; Sidney Smith and Sidney Bader had four points each in the game.

Unity 62, Somerset 45

BALSAM LAKE – Another 21-point first half from Raegan Sorensen propelled the Eagles to a win over Somerset on Thursday, Nov. 21.

Sierra Swanson and Lizzie Tilton added six points each in the first half to help Unity to a 33-12 lead entering halftime. Unity’s defense held each Somerset player either scoreless or to one basket in the first half.

Swanson then scored 12 second-half points to finish with 18 in the game; Sorensen finished with 23 points.

Unity improved to 3-0 on the season and hosts Webster on Thursday, then St. Croix Falls on Tuesday, Dec. 10.

Bricie, Quimby lead their hockey teams to victory

Above The Fold Media | 1 For The Leader

BLACK RIVER FALLS – In the third attempt, Ellie Brice posted three goals to help Western Wisconsin its first win of the season.

St. Croix Falls, scored a hat trick on consecutive goals to end the first period and begin the second, leading the Stars to a 2-0 win over Black River Falls on Saturday, Dec. 7.

The Tigers dropped to 0-2 on the season and hosts Frederic on Friday, before playing at Unity on Tuesday, Dec. 10.

The Tigers scored nearly as many points in the second half as Webster did in the game.

Brice, Quimby lead their hockey teams to victory

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Brice, Quimby lead their hockey teams to victory

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The Tigers scored nearly as many points in the second half as Webster did in the game.
Young Siren team falls to Lakers; host Luck this Friday

Above The Fold Media 1 For The Leader SHELL LAKE – Rick Kosloski didn’t get the debut result he preferred.

The interim boys basketball coach at Siren already was familiar with most, if not all, of the players on the Dragons roster from coaching them in summer leagues. He therefore felt that a short victory on Monday to start the 2019-2020 season seem quite possible.

“We were very confident,” Kosloski said. “Our team is loaded with talent and we beat Shell Lake by 19 points last year. But I told our coaches that I’d know what to expect just by watching our pregame workout.”

Judging by the final score – a 60-50 win for Shell Lake – the pregame workout was less than encouraging. We were flatter than flat during the pregame,” Kosloski said. “We weren’t focused and weren’t ready.”

The Lakers got the upper hand on the Dragons in opening round of the Warrior Turkey Invitational. Chris Johnson – who finished with a game-high 24 points – led the Shell Lake attack that eventually took a 30-27 lead into halftime while Siren struggled to score and maintain possession.

“We were 2-for-9 at the free throw-line and shot 22% from 3-point range with 16 turnovers,” Kosloski said. “That just isn’t good enough and it shows we weren’t prepared.”

Despite the struggle, Siren was still able to threaten Shell Lake’s lead in the second half. The Dragons pulled within three points multiple times and managed to tie the game. But turnovers and inconsistent shooting prevented the Dragons from taking the lead at any point.

Nathan Koleski led the Dragons with 16 points; Riley Churchill had 12 while Casey Gorensen and Chad Seognet had eight points each. Ben McNulty added 15 points for the Lakers and Tyler Green had 10.

“As far as the talent aspect, we have that covered,” Rick Kosloski said. “We’re still trying to get the mental aspect developed. This week, we’ll be working much more on fundamentals and using our mental abilities, rather than relying strictly on our physical abilities.”

The Dragons and their coach have their first opportunity for a win against the Lakers when they host Luck this Friday. They return to the road to play at Frederic on Tuesday, Dec. 9.

College Roundup: Chenals will play in Big Ten Conference Championship

Above The Fold Media 1 For The Leader MINNEAPOLIS – The Big Ten Conference championship game has two area football players rather than one.

In a regular-season finale that meant a West Division title and a spot in the championship game last weekend, the University of Wisconsin – Madison and its two Grantburg graduates, John and Leo Chenal, stood out an early roll by Minnesota and St. Croix Falls’ Tyler Cooper to earn a 38-17 win and advance to face Ohio State this Saturday, Nov. 30. The win gives the Badgers a shot to avenge their 38-7 loss to the Buckeyes in late October.

Minnesota took a 7-0 lead just two plays into the game with a 51-yard touchdown pass from Tanner Morgan to Michael Lantz. That score held until the second quarter, where the Badgers took the lead for good.

A 28-yard touchdown reception by Jonathan Taylor and a field goal from Zach Hintze put Wisconsin up 17-0 entering halftime. The Badgers then held the Gophers to a touchdown and doubled their output in both the third and fourth quarters.

Taylor finished with 115 yards rushing and three total touchdowns, putting him 68 yards away from becoming the seventh player in NCAA Division I history to reach 6,000 yards and set the record in his first three seasons. He is 1,193 yards behind former Wisconsin running back Ron Dayne for the all-time NCAA lead.

Minnesota finished the regular season with a 10-2 overall record and 7-2 mark in the conference, giving it the Badgers’ first 10-win season since 2003 and just their second since 1985. They await word on their bowl-game options this weekend.

The Badgers seek their 11th win of the season this Saturday, Dec. 7, in the title game in Indianapolis against the Buckeyes, who reached a 13-0 record with their win over Michigan last Saturday.

OTHER FOOTBALL

Cody Ince, Unity, and Iowa University

Extended Nebraska’s streak of sea-

sons without a bowl game with a 25-24

win over the Cornshockers last Saturday, Nov. 30. The Hawkeyes finish the regu-

lar season 7-5 in Big Ten while Nebraska is 7-5 overall, failing for the third consecutive year at qualifying for a bowl game.

Iowa took a 14-3 lead into the second quarter and a 24-10 lead into halftime. However, the Cornshockers cut the lead to 1-0 in the final minutes and tied the game at 24-24 just starting the fourth.

Neither team could take the lead through the first 14 minutes and 59 seconds of the fourth quarter, but Iowa took a late possession into Nebraska territory. The Cornshockers hosted field goal from Keith Duncan on the final play scored the game-winning points.

WOMEN’S BASKETBALL

Michaela Kruger, St. Croix Falls, and Itasca Community College earned their first win of the season but were stopped from getting a second consecutive win.

The Vikings earned a 60-50 win over Vermilion on Nov. 23 to improve to 1-1 overall on the season before a lopsided loss to Hibbing on Nov. 26. The Cardi-

nors scored more first-half points, 53, than the Vikings totaled in the entirety of the first half and outscored them three rebounds and a point in the loss.

Itasca continues its four-game road stretch at Ridgewater on Friday, Dec. 6.

Hockey team plucks a win in the Warrior Turkey Tournament

ST. PAUL, Minn. – The Somerset boys hockey team managed to pluck a win in their season opener on Friday and won their second game and start December with a 1-1 record.

The Spartans faced St. Paul Academy in their season opener on Friday and couldn’t overcome a significant deficit in a 6-1 loss. The game was scoreless for most of the first period but a tripping call against the Spartans gave St. Paul a power play that led to the game’s first goal.

With less than a minute remaining in the first period, St. Paul notched a goal at even strength to take a 2-0 lead into the first intermission.

Somerest was in danger of falling three goals behind near in the second period with a pair of penalties but de- stroyed St. Paul another power-play goal to maintain the 2-0 score. The Spartans had their first power-play opportunity soon after, although they couldn’t convert.

St. Paul eventually extended its lead to 4-0 before the end of the second with two goals at even strength just 30 seconds apart. But the Spartans finally broke through in the period’s final minute.

Getting a power play with just 50 seconds remaining before the second intermission, the Spartans got a goal from Jordan Brown with assists from Ryan Kelly and St. Croix Falls’ Brock Sawicki. Unfortunately for the Spartans, that would be their only goal while St. Paul would add scores to add in the third.

St. Paul got three power plays in the first 12 minutes of the period and while Somerset effectively killed the first penalty, the second led to a goal near the midway mark of the third to make it a 5-1 game. Another Somerset penalty four minutes later also was capitalized by St. Paul with another power-play goal to take a 6-1 lead.

The Spartans had a brief power play in the final two minutes but were hit with a pair of penalties in the final minute to prevent them from potentially adding a second goal.

St. Croix Falls Kaleb Bents made 29 saves in the Somerset goal.

To even their record on Saturday, Nov. 30, the Spartans got the early lead and held it for a 5-3 win over Moose Lake. St. Croix Falls took a 1-0 lead with the only goal of the first period, scored on the power play by Beauder Smith and St. Croix Falls’ Owen Mc- Donough, who opened second-period scoring with a goal of his own to give the Spartans a 2-0 lead near the midway mark of the game. Teammates from St.

Croix Falls, Kieran DeFoe and Abe Sirek, assisted on the goal.

The lead became 3-0 with a short-handed goal from Jordan Brown, assisted by Kelly and Smith. Moose Lake broke through for a goal at even strength before the second intermission and Som- erstook a 3-1 lead into the third.

McDonough added a second assist early in the third period on a short-handed goal from Noah Bailey, giving Somerset a 4-1 lead with 15 minutes remaining in regulation. While Moose Lake was able to close the gap with a pair of goals at even strength, Kelly added an insurance goal assisted by DeFoe for Somerset.

Bents saved 17 of the 20 shots he faced in the Somerset goal. The Spartans play at Chisago Lakes, Minnesota, on Friday, Dec. 6, and host Northwest on Thursday, Dec. 12.
For me, the beginning steps toward fitness at age 65 were halting. I had attended one step fitness class at the Grantsburg Fitness Center and had decided that perhaps I would go back. That is the sum total of my drive at the time. When one has been lethargic for so long, even a small decision like that seems momentous. So when I went back to the class the following week, it wasn’t quite so strange. I knew a few of the people, and the moves in the class were familiar. That seems so useful. So when I went back to the class the following week, it wasn’t quite so strange. I knew a few of the people, and the moves in the class were familiar. That seems so useful.

Since the workouts began at 5:30 p.m., it was easier to control the eating and drinking afterward since fatigue did affect my appetite. That was good because the weight really needed to be lost. It wasn’t at the front of my mind at the time, but weight was a thing I had always tracked in life and it was good to see it actually drop a bit. I think that is one of the most important things about fitness, especially at the beginning. Nothing will have a large effect. You can’t expect to improve dramatically in a short time at this age. Everything takes time … much more than you might expect. But small changes will happen in short order, so even one class a week will get your attention.

It also helped me in some other ways. I got used to going to the gym. I even tried a few of the machines in the gym. I learned the elliptical machine, and the treadmill, and the stationary bike. I didn’t like them that much. I felt like a gerbil on a spinning wheel. It doesn’t have to be much, perhaps one of no other way to get through this than to just keep slogging. It doesn’t have to be much, perhaps one workout a week, but you shouldn’t stop. I have seen those who came with a friend. That seems so useful. So when I went back to the class the following week, it wasn’t quite so strange. I knew a few of the people, and the moves in the class were familiar. That seems so useful. So when I went back to the class the following week, it wasn’t quite so strange. I knew a few of the people, and the moves in the class were familiar. That seems so useful.
Two snowstorms this past week produced 12 to 16 inches of snow locally, farther north in places like Superior and Hurley, it produced 20 to 31 inches. On the Bayfield peninsula, 31 inches of snow was reported near the city of Washburn while across the peninsula from Washburn, Herbster saw 23 inches of snow. La Pointe on Madeline Island reported 20 inches. Duluth had a record-setting 21.7 inches. Above left, cars were plowed in on Oakes Avenue in Superior. At right, downtown Hurley after workers plowed the streets. – Photo above by Danielle Kaeding/WPR News, photo at right provided.

BACK-TO-BACK SNOWSTORMS STRIKE

As conflicts grow, calls in Wisconsin to end endangered species listing grow

Conflicts with farmers, hunters continue as state’s wolf population has risen from extinction to more than 900 animals today

Rich Kremer | Wisconsin Watch

NORTHERN WISCONSIN – In November 2018, wolves killed Laurie Groskopf’s 11-year-old hunting dog in Oneida County. That was nine years after wolves killed another of her dogs. “Those animals were trailing bear at the time and one was trailing bobcat,” Groskopf said. “They were attacked by wolves without any provocation and killed. And for us, it’s been really, really traumatic.”

Wisconsinites subsidized Groskopf’s loss. She received $5,000 through an obscure Department of Natural Resources program that compensates animal owners for losses to wolves. But Groskopf said the payments, $2,500 for each dog, could not make up for the loss of pets she treated as family.

Nearly 60 years after gray wolves were considered extinct in Wisconsin, the population has rebounded dramatically, to more than 900 in the state.

WHAT GIVES YOU THE RIGHT TO DECIDE THAT MY LIFE IS GOING TO CHANGE SUBSTANTIALLY BECAUSE YOU THINK WOLVES BELONG IN MY NEIGHBORHOOD?” Groskopf said.

The wolf encounters are running up a tab on taxpayers. Over 34 years, the DNR has paid $2.5 million and counting in damage payments to hunters and livestock owners. Meanwhile, the compensation program appears to be falling short in one of its goals: Making hunters and farmers more tolerant of wolves to reduce illegal killings of the protected animal.

The DNR has documented at least 260 illegal gray wolf killings since 1985, including 10 between April of 2018 and April of this year.

People convicted of killing a federally protected wolf can face up to six months in jail and/or a $25,000 fine, according to the DNR. Penalties can include the loss of a hunting license.

Those wanting to legally hunt the animal could get their wish. President Donald Trump’s U.S. Fish and Wildlife Service this year proposed lifting endangered species protections for wolves, calling their rebound “one of the greatest comebacks for an animal in U.S. conservation history.”

But Trump faces opposition from some conservation and animal rights groups that argue wolf populations have not recovered enough to survive hunting. And even if he succeeds in lifting protections, Wisconsin will continue to pay those who lose animals to wolves. That is because 1999-2001 budget amendment enshrined the payments in perpetuity, regardless of wolves’ protected status.

Even some of that program’s beneficiaries question its usefulness.

“I’d rather see that money going to the community’s.” Groskopf said. “And it’s been pretty remarkable to see their return,” he said. “I’ve probably had four or five occasions to see wolves in the wild and it’s just an amazing, thrilling kind of occurrence that lights up the land, lights up everything with electricity. It really is a wilderness kind of experience and it’s a gift.”

A 2014 DNR survey found that residents held attitudes toward wolves that were more favorable than unfavorable, by a small margin within wolf range, and by a larger margin outside the wolf range in northern and central Wisconsin. The survey also found that a majority supported a regulated hunting and trapping season.

Wolves declared extinct

Gray wolves have roamed Wisconsin since the glaciers melted about 10,000 years ago, coexisting with Native American tribes that highly respected the hunting animal, according to the DNR. As many as 3,000 to 5,000 wolves were here when the state’s European settlers arrived in the early 1800s, but that would not last. Wisconsin offered a bounty on wolves from 1865 to 1957, spurring widespread hunting that decimated populations.

By 1960, wolves were considered extinct in Wisconsin; similar trends played out in other parts of the country.

In 1974, the Fish and Wildlife Service added gray wolves to the list of federally protected species under the Endangered Species Act. By 1980, the DNR counted a fragile population of just 25 wolves in northern Wisconsin, as a few packs moved in from across the Minnesota border.
**NORTHERN EXPOSURE**

**Dave Zeug**

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**Ice fishing with goldenrod bait**

The old green hooded jacket had been hanging in the garage for years. Maybe it’s a little ragged around the edges, but that’s the way I remembered it from a half-century ago, too. I can still see Dad wearing it, staring down a hole in the ice while slitting open a peach crate tipped on its side. In those days, peach crates filled the role 5-gallon buckets do now and with some rope shoulder straps and a few boards nailed to the bottom half, it turned into a backpack too. More than a few walleye and bluegills could attest to that after making the trip home stuffed into the bottom of that old peach crate.

I brought that old coat into the house the other day, knowing what I should do with it, but not having the heart to follow through, especially when I found some relics of the past tucked in the pockets. In the right-hand pocket along with a rusted jackknife was this Jon-e hand warmer, the one claiming that besides keeping your hands warm, it could light your cigarette, too.

With getting by its original cloth carrying case like it was, it still looked good and probably would still work. Time hadn’t been as kind to what I found in the left pocket, which included, it Minnow 8, Eagle Lounge 19, Jerret Sundquist 36, Bye 12.

Individual games: 300 Club

Individual games: Friday Night Mixed

Individual games: State Farm Insurance

Individual games: State Farm Insurance 49k, The Leader 452, Babes Black & Orange 23.

**BOWLING**

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**300 Club**

**Friday Night Mixed**

**Standings:** Lantz Farms, Red Bar. The Leader. Dolls with Balls, State Farm Insurance. Owens Farms.

**Individual games:** Davina Hanson 189, Pat Traun 150, Sandy King 167.

**Individual series:** Pat Traun 180, Sheila Hanson 184, Sandy King 456.

**Team games:** State Farm Insurance 49k, The Leader 452, Babes Black & Orange 23.

**Team series:** State Farm Insurance 1399, The Leader 1231, Swiftfar 1114.

**Splits converted:** 5-7, Vail Lundslet.

**McKenzie Lanes**

**Monday Night Mixed**

**Standings:** Alleva III, Babes with Balls 66, Erwin Delta 60, State Farm 48.

**Individual games:** Shirley Wilson 249.

**Team series:** Shirley Wilson 600, Erwin Delta 623.

**Team series:** Sports Man 198, Babes with Balls 178.

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**TUESDAY WOMEN’S**

**Standings:** Still House 138, B&O 136, Kas- sel Tap 118, Tomlinson Insurance 127, Edge Town Tavern 15, River Bait Della 113, Edina Realty 111, Jeff’s Small Engine 105, Bye 45.

**Team games:** Sports Man 660, Erwin Delta 625.

**Team series:** Sports Man 198, Babes with Balls 178.

**Wednesday Women’s**

**Standings:** Still House 138, B&O 136, Kassel Tap 118, Tomlinson Insurance 127, Edge Town Tavern 15, River Bait Della 113, Edina Realty 111, Jeff’s Small Engine 105, Bye 45.

**Team games:** Sports Man 660, Erwin Delta 625.

**Team series:** Sports Man 198, Babes with Balls 178.

**TUESDAY WOMEN’S**

**Standings:** Still House 138, B&O 136, Kas- sel Tap 118, Tomlinson Insurance 127, Edge Town Tavern 15, River Bait Della 113, Edina Realty 111, Jeff’s Small Engine 105, Bye 45.

**Team games:** Sports Man 660, Erwin Delta 625.

**Team series:** Sports Man 198, Babes with Balls 178.

**Tuesday Women’s**

**Standings:** Still House 138, B&O 136, Kassel Tap 118, Tomlinson Insurance 127, Edge Town Tavern 15, River Bait Della 113, Edina Realty 111, Jeff’s Small Engine 105, Bye 45.

**Team games:** Sports Man 660, Erwin Delta 625.

**Team series:** Sports Man 198, Babes with Balls 178.

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**BLACK & ORANGE**

**Early Birds**

**Standings:** Gandy Dancer Saloon 28-20, The Tap 28-20, Black & Orange 25-23, Swearing 15-33.

**Individual games:** Pat Dittinen (T) 157, Mary Perlick (B&O) 205, Sally Casey (B&O) 162.

**Individual games:** Pat Dittinen 444, Sally Casey 432, Nancy Volvich 390.

**Team games:** The Tap 947, Black & Orange 877, Gandy Dancer Saloon 875.

**Team series:** The Tap 7236, Black & Orange 2654, Gandy Dancer Saloon 2532.

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**Bowling scores**

- Email bowling scores to: bowlingscores@leaderregister.com

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**NOW AND THEN**

**PERFORMS**

“Now and Then” performed as a trio at the Raising the Roof concert at the Frederic Arts Center last Friday, Nov. 29. Showed [L to R]: Larry Petersen, guitar; Starr Warndahl, guest artist, mandolin; and Craig Draxten, guitar. They also brought up other musicians to perform - Photo by Lloyd Wilson

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**MOTHER NATURE’S ART**

It’s beginning to look a lot like winter in the wake of two snowstorms this past week that dumped a foot or more of snow on Burnett and Polk counties. Mother Nature’s artwork is displayed among these pine trees. - Photo by Mary Hedlund

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**Pat Traun 503,**
**Spare Me 680, Edina -**
**The Tap 2726, Black &**
**Pam Dildine 464, -**
**State Farm Insurance**

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**Sundquist 36, Bye 12.**

**Mishaps 38, Eagle Lounge 38, Jensen**

**20, The Tap 28-20, Black & Orange**

**2654, Gandy Dancer Saloon**

**BOWLING**

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**McKenzie Lanes**

**Monday Night Mixed**

**Standings:** Alleva III, Babes with Balls 66, Erwin Delta 60, State Farm 48.

**Individual games:** Shirley Wilson 249.

**Team series:** Shirley Wilson 600, Erwin Delta 623.

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**Tuesday Women’s**

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**Team games:** Sports Man 660, Erwin Delta 625.

**Team series:** Sports Man 198, Babes with Balls 178.**
Section 2. Definition

A grievance is defined to be a controversy between an employee and the employer as to:

A. Any matter involving the interpretation of this Agreement.
B. Any matter involving an alleged violation of this Agreement in which the employee as to:

A. Has a grievance.
B. Has a grievance as to which he or she has legal rights and privileges which have been impaired in violation of this Agreement.
C. Any matter involving wages, hours or conditions of employment.

Subject Matter: Only one subject and all relevant issues relating thereto shall be covered in any one grievance. A written grievance shall contain the name and position of the grievant, a clear and concise statement of the grievance, all relevant facts, including, to the best knowledge of the grievant, the name or his/her designated representative, who shall have seven (7) calendar days, excluding weekends and holidays, to render a written decision to both the County and the Association. The Association shall have seven (7) calendar days from the occurrence of the event which is the subject of the grievance and (20) days from the date when the grievance was filed by the employee. The decision of the Arbitrator shall be limited to the grievance at hand and shall be binding upon both parties.

3. Request for Arbitration

The parties shall have the right to request arbitration at any time prior to or after the expiration of the ten (10) day period prescribed in paragraph 2 hereof. The request for arbitration shall state the purpose for which arbitration is sought and the name of the employee as to whom the request is made. The request for arbitration shall be served by the party desiring to arbitrate upon the other party.

4. The Arbitration Panel

(a) The Arbitration Panel shall consist of three (3) arbitrators. The County shall select one arbitrator and the Association shall select one arbitrator from a list of arbitrators furnished by the Wisconsin Employee Relations Commission. The third arbitrator shall be selected by the two arbitrators so selected, with the agreement of the employer and the Association in the event of a failure to agree.

(b) The costs of the employees required to participate in the arbitration hearing shall suffer no loss in wages.

5. Hearing

(a) At all times, the employees required to participate in the arbitration hearing shall be paid their regular rates of pay for all time spent in attendance at the arbitration hearing.

(b) The County and the Arbitrator shall have the right to call the names of witnesses, subject to the rules of evidence of the Wisconsin Wisconsin Court of Appeals.

6. Request for Arbitration

The parties shall have the right to request arbitration of a grievance prior to or after the expiration of the ten (10) day period prescribed in paragraph 2 hereof. The request for arbitration shall state the purpose for which arbitration is sought and the name of the employee as to whom the request is made. The request for arbitration shall be served by the party desiring to arbitrate upon the other party.

7. Hearing

Arbitration Hearing. The Arbitrator shall appointed shall meet with the parties at a mutually convenient time and date and shall hear evidence and submit a decision to both the County and the Association which shall be binding upon both parties.

8. Cost of Hearing

Costs. Both parties shall bear equally the costs of the arbitration proceedings, if any, and the fees of the arbitrator. Each party, however, shall pay its own witnesses excepting employees, for the reasonable out-of-pocket expenses including professional taxes. Employees required to participate in the arbitration hearing shall suffer no loss in wages.

9. Transcript

Transcript. If one party requests a transcript, they shall bear the cost involved. If both parties agree to request a transcript, they shall equally share the costs incurred.

10. Decision

Decision of the Arbitrator. The decision of the Arbitrator shall be binding on the parties to the date of the resolution.

11. Most Grievances

All grievances filed which bear a filing date, which precedes or is the same as the expiration date of this Agreement must be processed to conclusion during the term of this Agreement.

ARTICLE 4 - PROBATIONARY EMPLOYMENT

Section 1. Length and Performance Review

New all employees shall be employed on a twelve (12) month probationary period or for such extended periods of time as may be needed to complete any required introductory law enforcement minimum standards training sessions. Each probationary period by an equivalent time.

Section 2. Dismissal During Probation

During the twelve (12) month period of employment actually spent under the supervision of the Sheriff, the Sheriff shall have the authority to terminate the services of any employee who: (a) fails to meet the standards of training session, the employee shall be considered employed under the provisions of the Wisconsin Employee Relations Commission. The third arbitrator shall be selected by the two arbitrators so selected, with the agreement of the employer and the Association in the event of a failure to agree.

Section 3. Minimum Standards Training

If the employee is employed for twelve (12) months under the supervision of the Sheriff and is required to complete a portion of minimum standards training session, the employee shall be considered to be a regular employee of the Sheriff. The Sheriff shall have the authority to terminate said minimum standards training sessions course, in which event the employee shall be considered to be terminated.

Section 4. Benefits During Probation

During the first six (6) calendar months of probation, employees will be allowed any other benefits except health insurance and sick leave which is earned.

Section 5. Promotion

If an employee is promoted to the position of Sergeant and in the event the employee has completed the whole of the minimum standards training session, the Sheriff shall have the right to promote the employee to the next rank in the Sheriff's office.

Section 6. Sick Leave Accumulation

Employees shall accumulate sick leave as follows:

(a) All regular full-time employees shall accrue sick leave at a rate equivalent to twelve (12) days per year. If an employee takes unpaid leave of absence for any reason, including a one (1) day absence, for an employee who has accumulated sick leave in an amount equal to or more than thirty (30) days from the time the event became known to the aggrieved employee.

Section 4. First Step - Sheriff

The Sheriff of the County shall immediately submit the facts, in writing, to the Chairman of the Public Protection Committee. The parties shall arrange for a meeting between the Association Representatives and the Public Protection Committee and the Association Representatives to meet with the Public Protection Committee.

Section 5. Second Step - Personnel Committee

Should the Association feel that the reply of the Sheriff is unsatisfactory, the Union Representative shall immediately submit the facts, in writing, to the Chairman of the Public Protection Committee. The parties shall arrange for a meeting between the Association Representatives and the Public Protection Committee. The parties shall arrange for a meeting between the Association Representatives and the Public Protection Committee.

Section 6. Request for Arbitration

The parties requesting the grievance procedure to be followed shall notify the other party of the event giving rise to the grievance and the form thereto, and shall have the grievance submitted to the arbitration committee. The parties shall arrange for a meeting between the Association Representatives and the Public Protection Committee and the Association Representatives to meet with the Public Protection Committee.

Section 7. Hearing

Arbitration Hearing. The Arbitrator appointed shall meet with the parties at a mutually convenient time and date and shall hear evidence and submit a decision to both the County and the Association which shall be binding upon both parties.

Section 8. Cost of Hearing

Costs. Both parties shall bear equally the costs of the arbitration proceedings, if any, and the fees of the arbitrator. Each party, however, shall pay its own witnesses excepting employees, the reasonable out-of-pocket expenses including professional taxes. Employees required to participate in the arbitration hearing shall suffer no loss in wages.

Section 9. Transcript

Transcript. If one party requests a transcript, they shall bear the cost involved. If both parties agree to request a transcript, they shall equally share the costs incurred.

Section 10. Decision

Decision of the Arbitrator. The decision of the Arbitrator shall be binding on the parties to the date of the resolution.

Section 11. Most Grievances

All grievances filed which bear a filing date, which precedes or is the same as the expiration date of this Agreement must be processed to conclusion during the term of this Agreement.
Section 1. Leave for Injured Family

In the event of a death of a member of an employee's immediate family, said employee shall be allowed absence with pay for a period of time to: (a) handle the estate of the deceased; (b) conduct the funeral: (c) attend the funeral; (d) care for the remaining dependents; or (e) perform such other functions as are necessary or appropriate for the care of the deceased. The leave shall be authorized at the regular rate of pay. Immediate family is defined to include: husband, wife, chil- dren, father, mother, brother, sister, father- or mother-in-law, son- or daughter-in- law, brother- or sister-in-law, and grandchildren. Leave shall be granted on a first-come, first-served basis with the final judgment being made by the employee's supervisor.

Section 2. Additional Time Off

Additional time off granted for approved such time off is taken as vacation or use of accumulated compensated time off. The employee shall be notified of the authorized amount of leave.

Section 3. Pailldre Service

Employees will be allowed the necessary time off on the day of the Bereavement with pay to serve as a pallbearer. The employee shall notify his/her supervisor one day prior to the Beravement or pending on absence.

ARTICLE 8 - NO STRIKE AGREEMENT

Section 1. Strike Prohibited

Neither the Association nor any of its officers, agents or County officers will instigate, promote, encourage, sponsor, engage in or condone any strike, picketing, slowdown, concerted work stoppage, or any other intentional inter- ruption of work at the worksite.

ARTICLE 9 - TERMINATION OF EMPLOYMENT

Section 1. Employer Notice

Two (2) weeks notice to the one time employee shall not apply in cases which are cause for immediate suspension or dismissal.

Section 4. Layoff Procedure

In case of a recall, the last regular full-time employee laid off shall be the first employee to return to work. Regular full-time laid off employees shall hold recall rights for 2 years from the date of the layoff.

In the event of a recall of less than full-time status, regular full-time employ- ees shall have recall rights. If the employee does not select this option, it shall have no adverse affect on the employee's recall rights.

ARTICLE 10 - WORKER'S COMPENSATION BENEFITS

Section 1. Employer Hold Harmless Provision

In the event of an injury the employer will be responsible for paying the employee's Worker's Compensation disability pay, it is agreed that such employee has been released from liability for any medical expenses to the County or the injured employee's health insurance(s) for all work related injuries.

ARTICLE 12 - HOLIDAYS

Section 1. Scheduled Holidays


Section 2. Contested Claims

In the event of a claim for a contested holiday, the employee shall provide the request in writing to the County. The County shall be responsible for payment of the employee's share of the Wisconsin Retirement Fund Plan for employees on their regular workhours.

ARTICLE 11 - WISCONSIN RETIREMENT

The County agrees to pay the employee's contribution to the Wisconsin Retirement Fund Plan in the full amount for those employees hired prior to July 1, 2011. Employees hired after July 1, 2011 shall be responsible for the payment of their share of the Wisconsin Retirement Fund Plan for the period of time that they are covered by the plan. Employees shall be responsible for paying the employer's share of the insurance premiums. Employees shall have their health insurance continued while the employee is receiv- ing workers' compensation benefits.

ARTICLE 13 - VACATIONS

Section 1. Vacation Accrual Rates

Employees shall be credited with the following according to the following schedule:

A. Employees shall accrue vacation each pay period at a rate equal to:
   - ten (10) days per year for regular employees;
   - twelve (12) days per year for those employees who are classified as management.

B. Employees shall be credited at a rate equivalent to eighteen (18) days per year after their sixth (6th) anniversary date.

C. Employees shall be credited at a rate equivalent to twenty-four (24) days per year after their eleventh (11th) anniversary date.

D. If an employee takes unpaid leave of absence during any portion of a pay- period leading to a recall, the employee shall not receive vacation pay for that pay period.

A vacation day shall be defined as equal to the amount of hours established in the employee's current position and regular workday.
hours on a day-to-day basis.

The County shall pay eighty percent (80%) of the single health insurance pre-

mium. Plan participants successfully completing the requirements pro-

vided for by the Wellness Program as is established annually by the County 

Board for the portion of the single health insurance premium. Part-time employees 

enjoyed Health Insurance benefits as described in the Polk County Employee 

Health Benefit Plan booklet. Coverage dates will be administrated as per the 

Polk County Employee Handbook.

Section 3. Vacation Balance

All vacations must be approved by the Sheriff or designee. All requests for 

vacation scheduled less than 60 days in advance shall be awarded on a first

come first served basis.

The employer shall respond to vacation requests within two weeks.

Article 14 - Health Insurance

Section 1. Employer Contributions

The County shall pay eighty percent (80%) of the single health insurance pre-

mium and an amount equal to one-half of the associated monthly

month discount on health insurance premiums. Part-time employees entitled 

Employee Health Insurance benefits are 14 days.

Section 2. Employee Eligibility

Employees who are eligible for benefits will be covered under the County 

health insurance policy provided they make application for this insurance

within the first thirty-one (31) days of employment. To the extent the appli-

cation, eligibility and enrollment provisions of the County Health Insurance

Policy are in conflict with the provisions of this Section, said provisions of 

State law or the Federal law shall supersede the provisions of this Section.

It shall be the responsibility of the Employee to notify the County of any 

changes in his employ status or any other changes that would affect the 

employment benefits, but premiums will be prorated on the amount of time 

worked during the month previous to the actual month of payment on the 

portion of the contributions made by the County.

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changes in his employ status or any other changes that would affect the 

employment benefits, but premiums will be prorated on the amount of time 

worked during the month previous to the actual month of payment on the 

portion of the contributions made by the County.

Section 1. Pay Period

Employees shall be paid every two (2) weeks. Direct deposit shall be man-

ifested on all employees in the bargaining unit.

ARTICLE 15 - USE OF AUTOMOBILES BY POLK COUNTY

Section 1. Unauthorized Passengers

While on duty, Deputies shall not transport any unauthorized person in 

County-owned motor vehicles, except as required by their work assignment 

or the orderly and efficient operation of County business. The Grievance Commit-

tee shall consider the work assignment or the orderly and efficient operation 

of County business when determining whether an individual is an 

unauthorized passenger.

Section 2. Maintenance of Vehicles

Each Deputy has a duty to maintain and keep the motor vehicle, which he/ 

she is using in good condition at all times.

Section 3. Vehicle Abuse

Deputies shall refrain from any unusual use or abuse of County-owned motor 

vehicles, including overloading and unreasonable use of the motor vehicle off 

the regular roadway. Deputies may be held responsible for damage incurred as 

a result of such improper actions while driving a County owned vehicle off 

the roadway, including any wrecker fee incurred for towing.

Section 4. Personal Use

Any Deputy being under the influence of intoxicating liquors while on duty, 

without authorization shall have a final suspension, or if arrested and con-

victed of being intoxicated while driving a County car, shall have a final sus-

pension.

Section 5. Personal Use Prohibited/Uniform Requirement

Each Deputy shall wear his/her police uniform while on duty and may not use 

the car for personal use. While off duty, a deputy may use the car for court 

appearances or work-related activity. When using the car during the perform-

ance of one member from every union represented in the County and Polk 

County Advisory Committee for and on behalf of the Association.

ARTICLE 16 - UNION ACTIVITY

Section 1. Association Business

All members of the bargaining unit except exempt employees, their fair share of the 

bargaining unit, except exempt employees, their fair share of the 

ARTICLE 18 - UNION MEMORANDUM OF UNDERSTANDING

Section 1. Dues Deduction

This Agreement constitutes the entire Agreement between the parties and no 

written statements shall supersede any of its provisions. Any amendment 

ARTICLE 20 - DUES DEDUCTION

Section 1. Dues Deduction

The Employer agrees to deduct monthly dues in the amount certified by the 

Wisconsin Law Enforcement Association (WPPA) to the employee of the Association. The 

Employer shall verify any employee's fair share of the 

Education

of the negotiations, which resulted in this Agreement, each had the unlimited right 

and opportunity to make demands and proposals with respect to any subject or matter 

not provide the employee at least ten (10) days notice of the travel 

expenses for the number of days during which the employee anticipates being 

outside of Polk County.

Section 7. Travel Expense Reimbursement

All employees attending educational schools that are reimbursed by State or 

Section 9. Assignment of Investigator's Duties

The assignment of Investigator's Duties is under the sole discretion of the Sheriff. Such 

assignments are not permanent and do not constitute a promo-

tion or the establishment of a separate job classification.

ARTICLE 17 - MISCELLANEOUS PROVISIONS

Section 7. Negotiation of Wages for New Positions

In the event a new position is created or new events additional duties or 

responsibilities are added to a particular existing job classification, the parties to 

this Agreement shall jointly negotiate a rate for the position. This procedure 

will be following thirty (30) calendar days written notice to the employer.

Section 2. Uniform Allowance

The uniform allowance schedule for Patrol Deputies shall be as follows:

First Year $850.00

Second and Subsequent Years $850.00

If an employee receives a pay raise on a non-pay period, the total 

allowance shall be paid subject to the County. If an employee is terminated or 

placed on leave without pay for the 1007-08 Agreement and the optional 

for other employees. If an error is made and an individual employee is 

overpaid on a check that is direct deposited, the County shall work with the 

employee to determine the appropriate solutions.

ARTICLE 16 - PAY PERIOD

Employees shall be paid every two (2) weeks. Direct deposit shall be man-

ifested on all employees in the bargaining unit.
of the month in which such deduction was made. The date for the commencement of these deductions shall be determined by the Association. Eligible new employees shall pay their fair share of the collective bargaining process through dues deductions in accordance with Step 1 of this procedure. The Employer, The Employer will provide the Association with a list of employees from whom deductions are made with each monthly remittance to the Association.

Section 3. Association Notification to Employer

The Association agrees to certify to the Employer only such fair share amounts as are allowed by law, and further agrees to abide by the decisions of the Wisconsin Employment Relations Commission and/or courts of competent jurisdiction in this regard. The Association agrees to inform the Employer of any change in the amount of any withholding at least 30 days prior to such change.

Section 4. Employee Challenge of Fair Share Amount

The Association does hereby indemnify and shall save the Employer harmless against any and all claims, demands, suits or other forms of liability including court costs, that shall arise or out of by reason of action taken or not taken by the Employee in connection with Section 3 of this article. The Employer shall reimburse the County for any overpayment and the County is authorized to amend, alter, delete, change or add to any proposals.

Step 3

WHEREAS, the impact of the trial work schedule on the operations of the Sheriff's Office is significant, and

In the event of a recall of less than full-time status, regular full-time employees shall be called back to work. Regular full-time employees shall hold recall rights and be offered recall positions in accordance with the Association's seniority list. If an employee who was called back to work fails the supervisory trial period, or if the employee desires, of employee's own volition during the supervisory trial period, the employee shall revert to the last held position with all attendant rights as if there had been no interruption. The trial period is nine (9) months.

Section 7. Employee Shifts and Rotations

Employee schedules shall be as follows:

<table>
<thead>
<tr>
<th>Position</th>
<th>Shifts</th>
<th>Pay Rate</th>
<th>Hours</th>
<th>Days on - Days off</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patrol Sergeant</td>
<td>8 hours per day 6 days on - 3 days off</td>
<td>$17.06 - $18.00</td>
<td>2,080</td>
<td>5 days on - 2 days off</td>
</tr>
</tbody>
</table>

Section 1. Term of Contract

This Agreement shall become effective as of January 1, 2020, and shall continue in effect through December 31, 2021, and thereafter unless extended, as is provided hereinafter; and

WHEREAS, the parties recognize that various provisions of the collective negotiation agreement are impacted by such revised work schedules:

In a recall of part-time employees, the employer shall be the only ones authorized in the vehicle for personal use unless authorized by a supervisor.

Field Training Officers shall receive $1.00 per hour differential for all hours worked in excess of forty (40) hours worked in any work week.

The Association agrees to consider the Employer's fair share representation data during negotiations in accordance with the terms and conditions of the Plan's Participation Agreement.

The employer shall provide the Association with a list of employees from whom deductions are made with each monthly remittance to the Association.

The employer shall determine reasonable guidelines for enroll-

tion procedure in conjunction with representatives. The employer shall pay all administrative costs associated with the plan.

The employer agrees to pay the employees covered under this contract in accordance with the wage schedule outlined in Appendix A. The hourly rates of pay as set forth below shall be as an hourly representation of a total amount of pay consisting of amounts contributed by the employer to the Flexible Benefits Plan as defined in Article 24, and cash compensation.

ANNUAL LEAVE

Effective with the ratification of this contract, overtime shall be defined as hours worked in excess of forty (40) hours worked in any work week.

If any employee is promoted to the position of Sergeant in the event the employees are called to work when off duty, they shall receive a minimum of sixty cent ($.60) per hour rate differential for all hours worked. Sergeants who are on an on-call rotation.

The employee shall be compensated as outlined in Section 3 of this article.

The employer shall determine the starting and ending time of each employee shift.

The restrictions set forth in this section with regard to scheduling changes are intended to not apply in emergency situations, it shall be the authority to assign work and schedules as required in order to protect the public safety.

Effective with the ratification of this contract, overtime shall be defined as hours worked in excess of forty (40) hours worked in any work week. The restricted work schedule for Sergeants and Field Training Officers is defined in Section 1 of this Article. Regular full-time employees may exchange workday and/or work week as defined in Section 3 of this article. Schedule changes shall be made in accordance with the provisions of this Article, and in reliance on any lists or certificates which have been maintained by the Association and the Employer.

Each employee would be required to work a minimum of 47 hours per work week.

Any employee called in to work when off duty shall receive a minimum of sixty cent ($0.60) per hour rate differential for all hours worked. Sergeants who are on an on-call rotation.

Seniority shall be determined as of the first day of a regular pay period results in no overtime compensation to the Employee and no loss of vacation allocation member. Each employee would be required to work a minimum of 47 hours per work week.

A patrol sergeant, upon request, shall be required to work a minimum of 102 hours per year of compensatory time off (off hours worked) in lieu of paid overtime. All overtime worked and all paid leaves shall be included in the calculation of overtime.

Employees may, at the employee's option, accrue up to one hundred two (102) hours per year of compensatory time off (off hours worked) in lieu of paid overtime. All overtime worked and all paid leaves shall be included in the calculation of overtime.

Employees shall have the right to select either a fixed schedule of eighty (80) hour work period; and employees who fail the supervisory trial period, or if the employee desires, of employee's own volition during the supervisory trial period, the employee shall revert to the last held position with all attendant rights as if there had been no interruption. The trial period is nine (9) months.

The employer shall determine reasonable guidelines for enroll-

tion procedure in conjunction with representatives. The employer shall pay all administrative costs associated with the plan.

The employer agrees to pay the employees covered under this contract in accordance with the wage schedule outlined in Appendix A. The hourly rates of pay as set forth below shall be as an hourly representation of a total amount of pay consisting of amounts contributed by the employer to the Flexible Benefits Plan as defined in Article 24, and cash compensation.

ARTICLE 24 - FLEXIBLE SPENDING ACCOUNTS

The employer shall provide the Association with a list of employees as allowed under Section 125 and Section 129 of the Internal Revenue Codes as amended
WHEREAS, pursuant to Wisconsin Statute Section 59.16(b) and the Financial Sections of the General Code, the County Administrator did prepare, submit and offer for review proposed 2020 budget by the County Board at its meeting of September 17, 2019; and

WHEREAS, as part of the proposed 2020 budget, the County Administrator did submit a summary of each county department's capital and financial requirements in accordance with Polk County Financial and Personnel Sections of the General Code; and

WHEREAS, the Polk County Board of Supervisors reviewed the proposed budget for every department and forwarded that budget with any recommendations to the County Administrator;

WHEREAS, the Polk County Board of Supervisors did consider amendments to the budget during its meeting of October 15, 2019; and

WHEREAS, on October 23, 2019, the Polk County Board of Supervisors didVel for review and adoption of the proposed County Levy for calendar year 2020 notice and conduct a public hearing on the proposed 2020 budget in conformity with the laws of the State of Wisconsin; and

WHEREAS, the Polk County Board of Supervisors did concur with the Executive Director’s determination that the Statutory and Charter provisions to the budget with any recommendations for the County Levy for calendar year 2020 is a financial plan for the operational needs of the County and was developed in accordance with the Wisconsin Statute Sections 59.605 and 66.0602; and

WHEREAS, the Polk County Board of Supervisors did also provide for the same purposes, including any mutually agreed upon modifications. Resolution 56-19: Resolution To Ratify Labor Agreement With Wisconsin Professional Police Association - Field Sergeants Agreement For Period Beginning January 1, 2020. Chairman Johansen to the accountants of the Governmental Accounting Standards Board (GASB); and

WHEREAS, for purposes of satisfying the requirements of the state imposed county tax levy limit for calendar year 2020.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that in accordance with Wisconsin Statute Section 65.90, the Polk County Board of Supervisors does hereby adopt the 2020 County Levy Budget in the total amount of $57,673,106 including departmental appropriations and revenues and use of fund balance as amended following the public hearing held on November 12, 2019.

BE IT FURTHER RESOLVED, that the Polk County Board of Supervisors does authorize and appropriate such revenues and expenditures for calendar year 2020 as described above;

BE IT FURTHER RESOLVED, that the Polk County Board of Supervisors directs that all appropriations for 2019 shall lapse to the general fund as underfunded and that any fund balance determined to exist at the end of 2019 shall be transferred to general fund balance, the extent of that fund balance, any fund balance determined by the County Administrator or the nonappropriations or other fund balance determined by the County Administrator for the nonappropriations or other fund balance determined by GASB Rule 54.

BE IT FURTHER RESOLVED, that the Polk County Board of Supervisors affirms the existence of the committed or assigned fund balances in the attached attached statement of balances.

BE IT FURTHER RESOLVED, that notwithstanding any other policy to the contrary, the County Administrator and the various County department heads of the various County departments are authorized to enter into and to execute on behalf of the respective County department any necessary and reasonable service agreements that are authorized and necessary under federal and state programs to provide services to other County departments and to secure and account for reimbursements for those expenses that incurred by other County departments in the performance of services required by those cooper-ative arrangements.

BE IT FURTHER RESOLVED, that the Polk County Board of Supervisors authorizes the Parks and Trails Coordinator, Forest Administrator, and Buildings Facilities Manager to act on behalf of the County of Polk to submit an application for financial assistance from the State of Wisconsin to the Department of Natural Resources for any financial aid that may be available under the provisions of the respective federal and state programs to which the County of Polk is a participant; and

BE IT FURTHER RESOLVED, that the County of Polk will comply with state or federal rules for the programs to the general public during reasonable hours consistent with the operating hours of the respective County departments.

BE IT FURTHER RESOLVED, that the County of Polk Board of Supervisors approves and authorizes the County to submit applications for any financial aid that may be made available for the purposes of the Department of Natural Resources with respect to the specific grant and or financial assistance program:

1. The Aquatic Invasive Species Control Grant Program;
2. The Lake Management Grant Program; and
3. The Lake Protection and Classification Grant Program.

BE IT FURTHER RESOLVED, that the Polk County Board of Supervisors approves and authorizes on behalf of the County of Polk an application for grant funding in the amount of $15,000 under the provisions of the Polk County Land and Water Resources Department to act on behalf of the County of Polk as grant administrator to sign and submit an application for federal and/or state grants for Natural Resources purposes, including, but not limited to, compliance control purposes, lake planning purposes, and lake protection purposes;
to sign a grant agreement between the county and the DNR as well as other necessary documents; to take necessary action to undertake, direct, and complete an approved aquatic invasive species control grant, an approved lake protection grant, and an approved lake protection grant; to submit quarterly and/or final reports to the DNR to satisfy the grant agreement; and to submit reimbursement claims along with necessary supporting documentation within six months of project completion date.

BE IT FURTHER RESOLVED, that the Polk County Board of Supervisors affirms that Polk County will meet the obligations under any aquatic invasive species control grant, lake protection grant, and lake protection grant including timely publication of the results, compliance with state rules for the program, and will meet the financial obligations under the grant including the payment of the required county’s commitment to the project costs to the 25% or 33 percent depending on the program.

BE IT FURTHER RESOLVED, that the Polk County Land and Water Resources Department desires to receive grant funding from the Wisconsin Department of Natural Resources (WDNR) - Target Runoff Management (TRM) program pursuant to ss. 281.65 and 281.66, Wis., Stats., and chs. NR151, 153, and 155, Wis. Adm., for the purpose of implementing measures to control nonpoint source water pollution and the Landowner agrees to contribute the local share (called the “match”) needed for projects that are ultimately grant-funded by the WDNR.

BE IT FURTHER RESOLVED, that the Polk County Board of Supervisors authorizes and directs the Polk County Land and Water Resources Department to apply for and administer Joint Allocation Plan Staffing and Cost Share Grants, Farmer Written Nutrient Management Program Grants, and Producer Paid Watershed Protection Grants from the Wisconsin Department of Agriculture, Trade, and Consumer Protection and the Wisconsin Department of Natural Resources under the Nonpoint Source Program, pursuant to Wisconsin Statutes Chapters 92 and 281, as defined in the Administrative Rules ATCP 50.

BE IT FURTHER RESOLVED, that the Polk County Sheriff can apply and administer the County/Tribal Law Enforcement Assistance grant for 2020 from the Wisconsin Department of Justice in accordance with Section 165.90 of the Wisconsin Statutes a county/tribal law enforcement assistance program is created and the Polk County Sheriff is responsible for the formation of a joint plan for 2019.

BE IT FURTHER RESOLVED, that pursuant to Section 66.0303, the Polk County Board of Supervisors authorizes the Polk County Medical Examiner to convene on behalf of Polk County and Anoka County, Minnesota, for the procurement of medical examiner services.

BE IT FURTHER RESOLVED, that pursuant to Section 28.1155(9a), the Polk County Board of Supervisors authorizes the approval of the 2020 Polk County Forest Annual Work Plan and budget developed by the Polk County Forest Administrator and presented to the Environmental Services Committee on October 15, 2019, hereby attached - (Available in County Clerk Office).

BE IT FURTHER RESOLVED, that the Polk County Board of Supervisors authorizes and delegates to the discretion of the Golden Age Manor Administrator, all consultation with the County Administrator to provide for a mechanism to apply a compensation increase or bonus for 2020, should projections indicate that the ending balance after receipt of all state aid, exceeds $50,000.

BE IT FURTHER RESOLVED, that notwithstanding any appropriation to any nonprofit in this resolution and any indirect funding through subsidized costs for space utilization, the county administrator may not allocate funding to any nonprofit or renew any lease for space utilization pending a finding that this appropriation or lease complies with Wisconsin Statutes, with such finding referred to the County Board.

BE IT FURTHER RESOLVED, that a special revenue fund (240) be created to be used to maintain the recycling operations budget in the general ledger starting in 2020 and beyond.

BE IT FURTHER RESOLVED, that Employee Relations Department will be reorganized and designated to report to the Human Resources Director.

BE IT FURTHER RESOLVED THAT, Resolution 40-19 adopted Oct 15, 2019, approves a private contract with a crushing firm to produce Polk County Lime Quarry future products for sale. The expense for this crushing is a 2020 budget adjustment which will allow the use of the Lime Quarry undesignated fund balance for the initial crushing expense and will be later replenished by estimated sales and operating efficiencies based on the Lime Quarry performance in 2020.

BE IT FURTHER RESOLVED, that Resolution 47-19 adopted October 15, 2019, establishes a Capital Project Fund in 2019 for the dedicated use of the initial funding to be transferred from the General Fund Undesignated Fund Balance for Phase II and Phase III. Therefore, to comply with this resolution, a budget adjustment to the 2020 proposed budget would include $150,000 General Fund Balances transferred to the Capital Project Fund (AP1) to cover and track all costs for the future Polk County Fair grandstand project.

BE IT FURTHER RESOLVED, that Resolution 50-19 to enter into a payment arrangement with any bona fide purchaser of GreenWhey for the repayment of the total principal amount of the delinquent real estate property taxes so long as the payment arrangement includes the payment of any of the delinquent real estate taxes plus any interest and delinquent real property tax. These payments received from Viresco according to a signed agreement between both parties will adjust the 2020 budget for the principal plus interest and delinquent real property tax obligations. The payments received from Viresco will be in equal installments over 3 years and will meet the financial obligations under the grant including the prompt publication of the results, compliance with state rules for the program, and will meet the financial obligations under the grant including the payment of the required county’s commitment to the project costs to the 25% or 33 percent depending on the program.

BE IT FURTHER RESOLVED, that the complete budget, as adopted, be placed on file in the office of the Clerk and the County Administrator.

Malia Malone, Interim County Administrator.
County Administrator’s Note: Recommended.

Maggie Wickers, Finance Director.
Approved as to form and execution by: Joseph Loso, Corporation Counsel.

Legal Impact Note: This Resolution is timely pursuant to the County Board’s Rules of Order and the budget requirements contained in Chapter 18 of the Wisconsin Statutes.

At its regular business meeting on November 12, 2019, the Polk County Board of Supervisors acted upon Resolution S3-19: Resolution To Adopt The Polk County Operating And Capital Budget For The Calendar Year 2020 And To Set The 2020 Tax Levy, as follows: Adopted by unanimous voice vote.

DEAN JOHANSEN, County Board Chairperson.
Attache: Shane Jenson, Polk County Clerk.

EXECUTIVE SUMMARY

Adoption of this resolution would be the implementation of the 2020 Polk County Operating and Capital Budget which would serve the citizens of Polk County. It is balanced both in current year terms and structurally over time, is transparent in its incorporation of all funds and assignment of expenditures, contains improved performance information, and follows and implements the budgeting policy of the County. The budget also follows the direction in public financial management set by the County Board: financial restraint in expenditures, a solid budget reserve, adequate funding for capital investments and protection of the infrastructure, and of course at the same time maintaining quality service delivery.
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NOTICE TOWN OF LORAIN BOARD MEETING Thursday, December 12, 2019 at Lorain Town Hall, at 7:30 p.m. Agenda: Call to order; roll call; verification of minutes; approval of agenda; approval minutes of previous meetings; approve treasurer reports; motion to pay bills; public input; old business; new business; possible Board motion for operator applications; appointment of 2-year terms for election workers 2019-2021; Discussion: new fire public input; old business; new business; possible Board meeting; approve the agenda; approve minutes of previous meetings you may call our office Mon. through Fri., 8:30 a.m. - 4:00 p.m. To write a letter to the Department of Land Information. For any questions, contact the following individuals: Office: 704-719-1571, Town of McKinley WNAXP Jan Alte, Clerk

On December 16, 2019, the Polk County Environmental Services Committee will hold a public hearing at 12:00 p.m. at the Polk County Government Center (County Boardroom) 301 Oak Street, East, Cumberland, WI 54829 on the proposed text and map amendments to the Polk County Shoreland Protection Zoning Ordinance. The existing shoreland zoning standards will still apply, but comprehensive zoning districts under the Shoreland Zoning Ordinance will designate the allowed, permitted, conditional, and prohibited uses of each property. A copy of the existing and proposed ordinances, new zoning maps, and a map of the properties affected are accessible in the Department of Land Information, 100 Polk County Plaza, Suite #130, Balsam Lake, WI 54810 or by email at: Arcand@co.polk.wi.us. Two directors will be elected, reading of the annual report, and such other business transacted as may properly come before the Board.

Chairman Johansen called for a motion to adjourn. Motion to adjourn carried by unanimous voice vote. Chairman Johansen declared meeting adjourned 7:18 p.m.

STATE OF WISCONSIN
COUNTY OF POLK

I, Sharon E. Jorgenson, County Clerk for Polk County, do hereby certify that the foregoing minutes are a true and correct copy of the proceedings of the Polk County Board of Supervisors Session held on November 12, 2019.

Sharon E. Jorgenson
County Clerk

PUBLIC INVOLVEMENT MEETING NOTICE Improvements To 270th Avenue At Clam River Proposed improvements for 270th Avenue in the Town of McKinley, Polk County, will be discussed at a Public Involvement Meeting on December 17, 2019. The meeting will start at 6:30 p.m. at the McKinley Town Hall, 2577 19th Street, Cumberland, WI 54829. The 270th Avenue project involves improvements to the roadway and bridge at the crossing of the Clam River approximately 1 mile east of County Highway O. The project will include replacement of the existing bridge and connecting roadway approaches. Public involvement is an important aspect of project planning. The site will be closed to traffic. Construction is anticipated to take approximately three months during 2022. The earliest construction is anticipated to begin in June. The exact timetables will be determined by the contractor based on their availability.

A variety of exhibits and maps will be featured at the Public Involvement Meeting, and representatives from the Town of McKinley, the Polk County Highway Department and Ayres Associates will be available to discuss the project and answer questions. The public is encouraged to attend to examine the proposed improvement and discuss any concerns they might have.

Persons requiring an interpreter, materials in alternate formats, or other public accommodations to access this meeting should contact the Town of McKinley at least 72 hours prior to the meeting.

Individuals who are unable to attend on December 17, 2019, can contribute comments about the bridge project by contacting the following individuals:

Mark Renstrom, Chair
Emelj Norby, Clerk
Daniel N. Sydow, Engineer

The Town of St. Croix Falls Board of Appeals will hold a public hearing at 7:00 p.m. on December 5, 2019, at the Town Hall, 1305 200th Street & US Hwy. 8, Balsam Lake, Wisconsin. At that time the applicant must appear before the Board and inform the Board of their request. (THE APPLICANT MUST APPEAR AT 7:00 P.M. WHEN THE BOARD OF APPEALS CONVENE AT THE TOWN HALL.) Written evidence, testimony or comments, if any, must be delivered in person or by mail to the Town Hall.

Chairman Johansen, requested a VARIANCE to the Town’s Zoning Ordinance - Chapter IV, Highway Setbacks. Property address is 1655 Nyberg Court Parcel Number 044-0014-0000. Jim At, Zoning Administrator
NOW HIRING

TRADITIONS OF FREDERIC ASSISTED LIVING
510/107 Oak St. East • Frederic • 715-327-4888
CAREGIVERS
Full-time Day shift and Night shift including e/o weekend. Part-time, All Shifts including e/o weekend. Day shift every weekend. Starting wage based on experience. CBPI Certified helpful but not necessary, will train. Please Stop In For An Application

Communication Officer
Non-exempt Position
Salary: $25.14

The primary responsibility of this position is to receive 9-1-1 calls, offer essential services through appropriate prioritizing of the calls and dispatching necessary services. Requires an Associate Degree in a related discipline or equivalent combination of education and work experience. Polk County will provide appropriate training to the successful candidate that demonstrates the basic skills and core competencies necessary for this position. All candidates meeting the minimum qualifications and availability will be required to participate in a series of standardized, computer based assessments directly related to this position. For details, please refer to the posting on our website. Deadline to apply: December 12, 2019

Water Quality Resources Specialist/Educator
Non-exempt Position
Salary: $20.85

This position provides & coordinates technical assistance for meeting deliverables associated with lakes, water quality and invasive species, providing lake management recommendations and education. Requires a Bachelor’s degree in water management, fisheries & water resources, environmental science, biology or a related field; and related work experience; or a combination of education and experience may be considered. For details, please refer to the posting on our website. Deadline to apply: December 10, 2019

INSTITUTIONAL EFFECTIVENESS TECHNICIAN - FT
WITC is seeking applications from qualified candidates for a full-time Institutional Effectiveness Technician. This position will be scheduled 40 hours per week and will report to the Institutional Research Analyst and provide direct support for the day-to-day functions of the Institutional Effectiveness Team.

For a complete job description, list of qualifications and to apply, visit our website at: https://www.witc.edu/about-witc/employment

Deadline to apply: December 11, 2019

WITC is an Equal Opportunity/Affirmative Action/Veterans/ Disability Employer and Educator
TTY 711

Follow the Leader.

WITC is seeking an innovative, dynamic and collaborative team player who can enhance learning environments in support of program and collegewide initiatives.

Position Title: INST. EFFECTIVENESS TECHNICIAN - FT

Reporting to: Institutional Effectiveness Analyst

Department: Institutional Effectiveness

The Institutional Effectiveness Technician will provide direct support for the day-to-day functions of the Institutional Effectiveness Team.

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Deadline to apply: December 11, 2019

WITC is an Equal Opportunity/Affirmative Action/Veterans/ Disability Employer and Educator
TTY 711

Notice is hereby given that on December 9, 2019, at 7 p.m., there will be a public hearing on the 2020 proposed budget at the Milltown Fire Hall, 129 Eider St., Milltown, Wisconsin. The proposed budget in detail is available for inspection at the Milltown Fire Hall, by appointment 5 to 7 p.m. Monday-Thursday. Contact Stephanie Larsen, Clerk, at 715-825-2599.

Notice is hereby given that a special town meeting of the Town of Polk County, Wisconsin, will be held in the town at Milltown Fire Hall, 129 Eider St., Milltown, on the 9th day of December, 2019, at 7:30 p.m. for the following purposes:

1. To approve the 2019 total town tax levy to be collected in 2020 pursuant to s. 60.10(1)(a) of Wis. Statutes. - Resolution: 2019-03

2. To approve the total 2020 highway expenditures pursuant to s. 81.01(3) of Wis. Statutes. - Resolution: 2019-05

3. To approve the 2019 total town tax levy for 2019 by 13.67 percent which would be a dollar increase of $75,717.

Deadline to apply: December 10, 2019

SPECIAL TOWN MEETING OF ELECTORS NOTICE
PUBLIC BUDGET HEARING

Notice is hereby given that a special town meeting of the Town of Milltown, Polk County, Wisconsin, will be held in the town at Milltown Fire Hall, 129 Eider St., Milltown, on the 9th day of December, 2019. The Town elector meeting will be held immediately following the completion of the Public Hearing on the proposed 2020 Town Budget which begins at 7 p.m. on the following purposes:

1. To approve the 2019 total town tax levy to be collected in 2020 pursuant to s. 60.10(1)(a) of Wis. Statutes. - Resolution: 2019-03

2. To approve the total 2020 highway expenditures pursuant to s. 81.01(3) of Wis. Statutes. - Resolution: 2019-05

3. To approve the 2019 total town tax levy for 2019 by 13.67 percent which would be a dollar increase of $75,717.

Deadline to apply: December 10, 2019

SPECIAL TOWN MEETING OF ELECTORS NOTICE
PUBLIC BUDGET HEARING

Notice is hereby given that a special town meeting of the Town of Milltown, Polk County, Wisconsin, will be held in the town at Milltown Fire Hall, 129 Eider St., Milltown, on the 9th day of December, 2019. The Town elector meeting will be held immediately following the completion of the Public Hearing on the proposed 2020 Town Budget which begins at 7 p.m. on the following purposes:

1. To approve the 2019 total town tax levy to be collected in 2020 pursuant to s. 60.10(1)(a) of Wis. Statutes. - Resolution: 2019-03

2. To approve the total 2020 highway expenditures pursuant to s. 81.01(3) of Wis. Statutes. - Resolution: 2019-05

3. To approve the 2019 total town tax levy for 2019 by 13.67 percent which would be a dollar increase of $75,717.
New CNA Wage Scale

Positions starting at $15/HR

The United Pioneer Home is currently hiring for Certified Nursing Assistant (CNA) positions.

New CNA Wage Scale

- Full-Time Day Shift
- Full-Time Evening Shift
- Full-Time Night Shift

$1,000 Sign-On Bonus

Exclusions:
- Vacation/40 Hours
- Sick/40 Hours
- Personal/40 Hours
- Unused Vacation

Apply online at unitedpioneerhome.org or fill out an application on-site.

Custodian (PT 1,404 Hrs./Yr.)

Wisconsin Indianhead Technical College Super campus

Wisconsin Indianhead Technical College is seeking a qualified candidate for the position of PT Custodian at the Super Campus. The Custodian is responsible for maintaining the cleanliness, order and security of the campus. Applicants must be able to work both independently and as part of a team.

New CNA Wage Scale

The United Pioneer Home is currently hiring for Certified Nursing Assistant (CNA) positions.

Equal Housing Opportunity

All information appearing in this newspaper is subject to the Fair Housing Act which makes it illegal to advertise any preference, limitation or discrimination based on race, color, religion, sex, handicap, familial status, or national origin, or an intention, to make any such preference, limitation or discrimina-
tion.

Federal bollard, 5783 220th Avenue, New Auburn, WI 54757.

Follow the leader.

The United Pioneer Home is currently hiring for Certified Nursing Assistant (CNA) positions.
Christian Women’s Connection
Christmas luncheon set

CENTER CITY, Minn. – All women are invited to “Dreaming of a White Christmas” luncheon Monday, Dec. 16, sponsored by River Valley Christian Women’s Connection. The 11:30 a.m. luncheon will be held at Chisago Lake Lutheran Church, 1 Summit Ave., in Center City, Minnesota.

For the special feature, you will be shown again how to cut a six-pointed snowflake. Please bring your own scissors. Paper will be provided. Special music will be provided by Carol Ann Rosenthal. Inspirational speaker Sherry Segal will share a talk titled “My Journey from Hopelessness to Joy in Christ.”

Reservations are required by noon on Tuesday, Dec. 10, by calling Shirley, 715-755-2656, or texting her at 715-538-1473. The cost of the luncheon is $12, payable at the door. This is not a membership club, but a women’s luncheon set aside to give thanks to the God of the Bible. The last major Christian holiday is Christmas. I remember in my elementary school days thinking that Christmas was about Santa Claus and presents. During one of our assignments, my classmate asked me how to spell Christmas. I spelled it C-h-r-i-s-t-m-a-s. I forgot the “t” that spelled the first part of the word. Christ. I was distracted because the world around me had forgotten that Christmas was all about Jesus Christ and my little mind forgot.

I encourage you this season to remember what this holiday is all about. December 25 is intended to mark the day the God-man was born into the world. He came to this world on a mission to establish a forever kingdom on this earth (Luke 1:32-33) and to save people who will populate this future kingdom (Matthew 1:21). The angel had Mary and Joseph name the baby Jesus because he will save his people from their sins. The word Jesus literally means, “Yahweh (God) is my salvation.” Everyone on planet earth is a sinner in need of a Savior. God is ready to forgive you of your sins if you will believe in this Savior, King. Christmas is a celebration of the first advent (coming) of Jesus. The Christian hope is the second advent (coming) of Jesus. One day Jesus will return to establish his eternal kingdom on this earth. If you believe in Christ you will reign with him in this kingdom. This is what Christmas is all about!

Grace and peace,
Pastor Seth Brickley
Eureka Baptist Church
Clarence Allen Phelps

Clarence Allen Phelps, 87, of Amery, Wisconsin, passed away on Thursday, Nov. 28, 2019, at Golden Age Manor in Amery. Clarence was born on Sept. 5, 1932, to Art and Emma Phelps in the town of Swiss, Wisconsin. He grew up in Danbury, Wisconsin, and was the second oldest of four brothers and two younger sisters.

After high school, Clarence enlisted in the armed forces for four years. In September 1955 he met Geneva Freitag, and the couple was married on Aug. 30, 1958, at Redeemer Lutheran Church in Amery. They moved to Den- ver, Colorado, where he worked for Lockheed Aircraft. Later they moved to Ely, Minnesota, and the family then moved to St. Paul, Minnesota, where Clarence worked for Arato, a telematics company. They then moved to Amery where Clarence worked at Electro-Craft, and later worked at Control Data in St. Paul, Debay in New Richmond, Wisconsin, and Franklin Signal in Clear Lake, Wisconsin. Clarence and Geneva enjoyed camping in Tampa, Florida; Logansport, Utah; and San Valley, Idaho, while visit- ing with family.

Clarence was preceded in death by his son, Andrew Phelps; his parents; two sisters, LaVern Phelps of Ely and Larry Phelps of Danbury.

He is survived by his loving wife, Geneva; daughter, Naomi (John) Barthelemy of Tampa, Florida; sons, Matthew (Sherrie) Phelps of Bellevue, Idaho, and Craig (Suzette) Phelps of Millville, Utah; a sister, Ev- eilyn Engelbrecht of Webster; and a brother, Edward (Karey) of Danbury; as well as 18 grandchildren; and 10 great-grandchildren. A memorial service will be held at 1 p.m. on Thursday, Dec. 5, at Trinity Lutheran Church in Amery. A memorial service will be held at 1 p.m. on Thursday, Dec. 5, at Trinity Lutheran Church in Amery. All are welcome to attend.

In 1978, Patti married Anthony Basley. Two children, Tamara and Casey, were born to this union. Throughout Patti’s lifetime she enjoyed fishing and camping by Lake Superior, playing Keno and Yahtzee with friends, and cheering on the Green Bay Packers. Most of all, she loved spending time with her grandchildren, especially attending their sporting events, playing games with them and making their famous pan- cakes when they visited.

Left to celebrate fond memories of Patti are her children, Tamara Eley (Bryan Cox) of Milltown, and Benjamin Basley (Billie Rae Smart) of Hayward; grandchildren, Preston Lane, Carsen Eley, Makenna Eley, Travis Murphy, Aiden Basley, sister, Pamela, Husser of Hudson; aunts, Juanita Geber of Hayward, and Floy (David) Reynolds of Underwood, Minnesota. Patti leaves many treasured nieces, nephews, cousins and friends.

Patti was preceded in death by her parents, Ben and Ramonda Hochstetler. She attended Luck Public Schools. She worked at the Nutter Bar in Luck for over 20 years where she made wonderful friends who became like family to her.

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In 1978, Patti married Anthony Basley. Two children, Tamara and Casey, were born to this union. Throughout Patti’s lifetime she enjoyed fishing and camping by Lake Superior, playing Keno and Yahtzee with friends, and cheering on the Green Bay Packers. Most of all, she loved spending time with her grandchildren, especially attending their sporting events, playing games with them and making their famous pancakes when they visited.

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Eugene C. Nichols

Eugene C. Nichols, 77, of Milltown, Wisconsin, passed away on Tuesday, Nov. 26, 2019, at the Fredere Care and Rehabilitation Center in Luck, Wisconsin. Eugene was born on May 28, 1942, in Hayward, Wisconsin, the son of Sarah and Thelma (Kolstad) Nichols. Eugene leaves to celebrate his memory, wife, Dale Nichols, Milltown, Wisconsin; Dirk (Pamela) Nichols, Barreton; numerous nieces, nephews, and in-laws and other family and friends.

He was preceded in death by his parents; Sarah and Thelma (Kolstad) Nichols, Barreton; sisters, Doris Douglas Hart, Richard Hart, Maryanne Rameriz; Robert Nichols and “Billy” Clarence Fillmore Nichols Jr.

A celebration of Life will be held at the Milltown Community Center on Friday, Dec. 6, from 10 a.m. until 2 p.m. Please join the family as they take this opportunity to celebrate Eugene’s life.

Marvin Sorenson


Marvin Harold Sorenson was born on Feb. 10, 1942, to Harold and Irene (Christensen) Sorenson in Bong Lake Township, Wisconsin. He was united in marriage to Joan Fuher on June 20, 1970, in Nelson, Wisconsin. To this union two daughters were born.

A proud Vietnam veteran, Marvin served in the United States Army from April 1964 to April 1966. He earned both a marksmanship badge and an Air Medal in the course of his enlistment. During his many years, he worked as a roofer, business owner and in maintenance. After retiring from maintenance at the United Pioneer Home, he could be found outside keeping the yard in tip-top condition or creating one of his many woodworking projects. He also enjoyed deer hunting, fishing, playing cards and sharing stories. Marvin was often recognized by his trademark bright yellow tape measure suspenders and odiferous offerings. He was very proud of how well he took care of the wild birds and his pets. He said more than once that he would do it all over again if he knew he could hang with his wife and daughters as well as he trained his pets.

Marvin is survived by his wife of 49 years, Joan; daughters, Sheila Sorenson and Sheri Livingstone; granddaughters, Ramsey and Rae-Red; great-granddaughters; and several nieces and nephews. He was preceded in death by his parents; Harold and Irene Sorenson; in-laws, George and Edna Fuher; sisters, Delores (Les) Indahl, Jerry (Emmett) Nelson and Cail Jensen; and brothers-in-law, Vernon Gutzmer and Weldon Nelson.

Services will be held on Monday, Dec. 9, at 11 a.m. at Bong Lake Lutheran Church. Visitation will be held at Kolstad Family Funeral Home in Central City on Sunday, Dec. 8, from 2-4 p.m. and at the church from 10 a.m. until the time of service. Please join the family for lunch and fellowship in the church fellowship hall following the service. He will be laid to rest at the Bong Lake Township Cemetery at a later date.

Dorothy “Dotty” Gooding

Dorothy “Dotty” Gooding, 84, passed on at her home on Love Lake in Danbury, Wisconsin, with family surrounding her. Our beloved Dotty was born to Otto and Bertha Stagier in Chicago, Illinois. She was reared with her older brother, Howard, Dotty’s early years were centered on Chicago’s South Side neighborhood. In 1947 they moved their family to Aurora, Illinois, where Dotty attended junior and senior high school.

Dotty attended Lawrence University and was employed as a top saleswoman for Wisconsin, from which she graduated in 1956. At Lawrence, Dotty quietly accumulated awards for her studies of English literature and her participation in basketball and began her cohabiting with “bad boy” Buck Gooding. On Aug. 4, 1956, Dotty married Ralph Urban Gooding Jr., “Buck,” in Aurora, in a low key ceremony and moved permanently to their cabin on Love Lake that they’d been lovingly renovating for years. By then Love Lake had been a destination for visitors that spanned Dotty and Buck’s lives, and now became a summer destination for their grandchildren, Drew and Claire, and a haven where the author spent much of her time. Dotty wasn’t retired long. She and Buck had many adventures traveling near and far with friends and family. They were passionate about Forts Folle Auve, an educational Historical Park in Burnett County, Wisconsin, and Dotty served on the board for 17 years, many years were centered on developing the educational materials in the Karlsborg School and successfully wrote a tourism grant for $100,000.00 that was approved by Gov. Tommy Thompson. She also developed and maintained the annual giving fund that has brought over $100,000 to the Forts, and was especially committed to developing its membership program and the Forts historical exhibits and school/educational programs. To her last days Dotty treasured her two Webster book clubs, including the Seekers group of which she was a founding member.

Dotty survived by her loving husband of 63 years, Buck; children, Susan Gosending, Carol (Doug) Gooding and Darcey; grandchildren, Andrew and Claire Colwell; brother, Howard (Marilyn) Stagier; nieces and nephews; and great nieces and nephews.

A memorial Mass will be held on Wednesday, Dec. 11, at 11 a.m. at Our Lady of Fatima Catholic Church in Balsam Lake. Visitation will be one hour prior to the service. A full obituary will be in the next edition of the Leader. Please visit kolstadfamilyfuneralhome.com for updated information.

Fremont “Pat” McNeal

Fremont “Pat” McNeal, 94, of Webster, Wisconsin, passed away Tuesday, Nov. 26, 2019. A Celebration of Life for Pat will be held at a future date. A full obituary will follow in the spring. Arrangements have been entrusted to Swedberg-Taylor Funeral Home in Grantsburg. Online condolences may be expressed at swedberg-taylor.com.

光泽 Ann Beck

Sylvia Ann Beck, 77, of Balsam Lake, Wisconsin, passed away on Dec. 2, 2019. A memorial Mass will be held on Wednesday, Dec. 11, at 11 a.m. at Our Lady of Fatima Catholic Church in Balsam Lake. Visitation will be one hour prior to the service. A full obituary will be in the next edition of the Leader. Please visit kolstadfamilyfuneralhome.com for updated information.

Roger H. Panek Sr.

Roger H. Panek Sr., 84, of Grantsburg, Wisconsin, passed away on Wednesday, Dec. 4, 2019, at home in Grantsburg. Roger was born at home on the family farm on June 29, 1935, in Webster, Wisconsin, where he graduated in 1953. From 1951 to 1952, he placed fourth at state in the mile.

On Aug. 4, 1953, Roger joined the United States Navy and was stationed in San Diego.

On June 30, 1956, he married Janice (Nancy) Nelson, the woman who moved with him back to Wisconsin from their first lived in Frederic, and in 1960 they bought a home and moved to Grantsburg, where they lived from 1960-1974 at which time they moved to Roseville, Minnesota, to raise their children, Susan, Carol and David. Throughout their childhoods, Dotty was completely dedicated to her children, exposing them to literature and the arts, running them to dance or music lessons and immersing herself in their sports activities.

In 1974 Dotty joined the staff at Edderston Elementary School, where she went from classroom aide to Title 1 and Title IX coordinator for 20 years, and was instrumental in computing the school’s library. In 1993, after her two decades with the Roseville School District, Dotty retired. She and Buck purchased and moved permanently to their cabin on Love Lake that they’d been lovingly renovating for years. By then Love Lake had been a destination for visitors that spanned Dotty and Buck’s lives, and now became a summer destination for their grandchildren, Drew and Claire, and a haven where the author spent much of her time.

Dotty wasn’t retired long. She and Buck had many adventures traveling near and far with friends and family. They were passionate about Forts Folle Auve, an educational Historical Park in Burnett County, Wisconsin, and Dotty served on the board for 17 years, many years were centered on developing the educational materials in the Karlsborg School and successfully wrote a tourism grant for $100,000.00 that was approved by Gov. Tommy Thompson. She also developed and maintained the annual giving fund that has brought over $100,000 to the Forts, and was especially committed to developing its membership program and the Forts historical exhibits and school/educational programs. To her last days Dotty treasured her two Webster book clubs, including the Seekers group of which she was a founding member.

Dotty survived by her loving husband of 63 years, Buck; children, Susan Gosending, Carol (Doug) Gooding and Darcey; grandchildren, Andrew and Claire Colwell; brother, Howard (Marilyn) Stagier; nieces and nephews; and great nieces and nephews.

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Gerald “Jerry” Arnold Pool


In 1955 he was inducted into the Navy, Jerry married Carol (Vogel- sage) Pool. They had six children together and began his business, Falls Mobile Homes. Jerry was well known for his business of selling manufactured homes until he retired in 1997.

He was an avid fisherman, taking many trips to his favorite place, Lake of the Woods. He also loved to hunt, taking excursions out west.

Gerald was preceded in death by his parents, Arnold and Eva; his sister, Laura Pool; and brothers, Dean and Darrell Pool.

He is survived by his children, Jeff (Kelly) Pool of Litchfield, Minnesota; six grandchildren, many great-grandchildren; and two feline companions. He is further survived by sisters, Sheila Sorenson and Sherri Livingston; daughters as well as he trained his pets.

Jerry was a member of the Family of Life at Kolstad Funeral Home in Central City. Please join the family as they take this opportunity to celebrate Jerry’s life.

Sylvia Beck

Sylvia Beck, 77, of Balsam Lake, Wisconsin, passed away on Dec. 2, 2019. A memorial Mass will be held on Wednesday, Dec. 11, at 11 a.m. at Our Lady of Fatima Catholic Church in Balsam Lake. Visitation will be one hour prior to the service. A full obituary will be in the next edition of the Leader. Please visit kolstadfamilyfuneralhome.com for updated information.

Or call one of our offices at: 715-327-4236 - Frederic 715-468-2314 - Shell Lake 715-349-2560 - Siren

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**CHRISTMAS COOKIE WALK**

Saturday, Dec. 7, 9 - 11 a.m.  
St. Luke’s Methodist Church, Frederic  
Let us do your holiday baking!

**LEAVING PINE FARMS TOYS**

Open House - Saturday & Sunday, December 7 & 8, 2019  
Open Each Weekend Until Christmas.  
Door Prizes!  Discounts on purchases!  
We'd love to have you come to see our toy store. Bring a friend or two!!

**SANTA**

Saturday, December 14, 9 a.m. - Noon  
Let’s make this a Christmas worth remembering!!

**SANTA AT THE COMMUNITY CENTER**

Saturday, December 14, 9 a.m. - Noon  
Free Candy & Free Pictures For The Children

**CUSHING AMERICAN LEGION**

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**SANTA**

at the Cushing Community Center  
Saturday, December 14, 9 a.m. - Noon

**LEATHERBACK**

Saturday, July 27, 9 a.m. - 4 p.m.

**LEARNING CENTER**

Siren Library  
Free Summer Reading Program

**LEARN, LEAD, LIFT**

Thursday, May 2, 2019  
Visit our website for more information.

**LEINING PINE FARMS TOYS**

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We'd love to have you come to see our toy store. Bring a friend or two!!

**FALL PROMOTION**

Receive A $300 Credit After Case Acceptance NOW Through Dec. 31, 2019!
No ordinary hat would do for this young lady, who wore her Santa-themed balloons proudly for the TF Lighting Festival parade.

Mayor Mike Buchite and wife rode an ATV with the snowy weather, instead of the usual golf cart.

Dozens of floats and hundreds of fans filled snowy downtown Taylors Falls, Minn., on Friday, Nov. 29, for the annual Lighting Festival parade, which featured well-lit displays, floats and in some cases, well-lit people, all of whom ushered in the holiday season, as well as welcoming Santa and Mrs. Claus back to town.

Chisago County Sheriff Brandon Thyen leads the way in the annual TF Lighting Festival parade on Friday, Nov. 29.
“The generosity of area businesses, churches, organizations, and individuals are amazing,” said Denny Blodgett. “Each year, I am wringing my hands and fretting, but it all comes together.” His wife, Barb, coordinates Interfaith Caregivers’ Christmas For Kids event but said the toy collection is Denny’s task. The Humane Society of Burnett County is allowing the group to store their large display of items, including clothes, toys, science kits, art boxes and a collection of Christmas bears. All will be sorted out and available for families who preregistered to pick up at the Webster Fire Hall on Friday, Dec. 20. - Photo provided

INTERFAITH CAREGIVERS CHRISTMAS
Retired EMT and firefighter Keith Zygowicz gives an exit interview - after a quarter century

Greg Marsten | Staff writer

MILLTOWN – “It was all my dad’s fault,” Keith Zygowicz says with a smile, placing the blame for his life of emergency services squarely on his father—who was also in emergency services for the bulk of his adult life.

Keith recalls one of the first times he really wanted to be a firefighter or at least involved in emergency response. He would tag along with his father, who was a volunteer firefighter for over 35 years and stayed active into his 70s as an emergency responder.

Young Keith got used to tagging along with his dad to emergencies in the Colby area, seeing and feeling up close the harsh realities of what was usually a fire, but might have been any type of emergency. He got used to running errands on-scene, finding dry gloves for firefighters, assisting where needed and even getting to hold the nozzle on occasion.

“But my dad never impressed on me to be a firefighter,” Keith admitted. “You just do what your parents do, sometimes.”

He recalls an incident when he was about 6 years old, being at a big Colby Fire Department social event, which quickly became different, because this time there was a tornado watch. That weather-watch activation drew Keith’s father away to watch the skies, leaving the 6-year-old.

But as the weather turned even more sour and the “watch” became a full-on tornado warning, the fire crew forced everyone at the event into a basement storm shelter, just in case.

But due to his involvement in such emergency scenes, and being a sort of fixture and helper for the department, little kid Keith was able to “stay up top” with the other firefighters, as they knew he was worthy of the responsibility.

Shortly after the crowd went to the basement, with Keith staying up and watching the skies, a tornado did indeed strike on the north side of Colby.

But Keith was hooked. The realistic, sobering responsibility tethered to that privilege of staying “up top” never went away, and later he would discover he had a knack for this sort of thing, in which led to his serving over 30 years in emergency services for the bulk of his adult life.

Keith is proud of that service, and has the stories and photos that remind him how dangerous it can be, while also harvesting a variety of friendships that have lasted a lifetime; but he says he learned a lot there. He was actually pulled away from his final semester of college to help fight those fires.

“I was gone (in California) for about three weeks … and went back to school after 21 days,” Keith recalled. “At the time, they were the worst fires on record, ever! But I did make enough to pay my final semester!”

Keith later dedicated himself to advancing his training into emergency services, moving to different towns in Iowa and Wisconsin, becoming certified as an EMT, which was even more difficult and more work than he expected, and while he has maintained that EMT certification and met all requirements, he is not the first to note that maintaining credentials is not as easy as “just renewing,” as training requirements, emergency equipment, even the types of emergencies have changed, and what were often dramatic barn or home fires have admittedly been reduced, due to education, safety equipment and yes, things like smoke alarms and monitors.

“How about that? Some of that fire prevention stuff works!” Keith half joked.

The forest through the trees

Keith knows firefighting. His resume goes back over 35 years, having worked countless local land fires in response and for control efforts by the Wisconsin DNR, and also in the 1980s for the U.S. Forest Service, even assisting in fighting several California wildfires in 1987, in what were, at the time, “the worst fires they had ever seen.”

Those western wildfires have become seemingly routine in the three decades since, for a variety of reasons from development to climate change to forestry practices, but the battle lines just seem moved to different areas, with new faces ready to tackle one of the most dangerous professions in America.

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The local angle

It was a 1994 garage building project that technically got Keith into firefighting in the Milltown area, when a discussion at a building supply center with firefighter Dan Olsen started at the parts counter. He mentioned they had trouble keeping a structure fire from spreading to a neighboring building earlier that day.

“I asked him, ‘well couldn’t you just put up a (water) curtain between the buildings?’” Keith said, and that’s when Olsen recruited him.

Keith would later be at the listening end of emergency responses that have ranged from countless fires of all types to hundreds of accident responses. Those responses run the gamut, from multihull rollovers to collisions with just about any flavor of tree, utility pole or even buildings. He has been called to farms, apartments, every type of home and emergency call, from village to forest – also with countless false alarms.

But some of those emergencies have resulted in dramatic and noble efforts to save lives and keep others from getting hurt. He recalled a notable horse rescue from a rural mud bog that brought out dozens of responders, all unclear on how to get the half-ton animal out of the mud without hurting it.

“We got lucky, really, thank God there was a guy who heard about it and knew that we could grab the snout and roll it over, so we didn’t break its legs,” Keith said with a sigh and a smile on the successful rescue. “Right place, right time.”

Keith has a lot to say after that long in emergency services and he also has some interesting thoughts on what we need to expect, and it’s not all good news.

While his own experiences are cited here, he wants it known that his story is more about the need and importance of recruiting and bringing in new members, in all capacities.

“I want people to know that, it’s a very rewarding experience and I think it’s very worth it,” Keith said. “But there’s a lot to know.”
The dark sides

While the social events and the camaraderie of firefighting and emergency services are a big reward, Keith said he is often stopped when out and about, and he is asked for his service or efforts to save that person’s life.

“I do get that, and it’s really nice, and sometimes we get cookies and caramels and other good gifts,” he said, adding that he often receives locations by a past fire, a rescue, a tragedy or some other event he responded to at that site. “I’ve driven almost anywhere by look and around and say I’ve been in that house or that garage burned down or there was an accident there. I don’t keep track, but it’s almost everywhere I go.”

That wide umbrella of emergency response is not always convenient, and can require responders to be on-scene all night, or all day, and it’s not unusual for home life to be affected.

“I know wives who’ve made their husbands quit the fire department, because of the time commitment,” Keith’s wife, Carol Zygowicz, added, noting that the effect and impact often goes far beyond time fighting fires or responding to those emergencies.

“She deserves a lot of the credit, she really does,” Keith said of his spouse, later adding his time “on-scene” has often led to him taking extraordinary measures. “Quite a few times I’ve had to take time off, vacation time, to sleep, from being up all night (at a fire or emergency).”

The reality of pay has also been a downside, on occasion, as under the old system, being on call at an ambulance service meant you relied almost solely on being paid if you had a run or emergency. “The time commitment is huge,” Keith admitted, with Carol noting that if she visited him when he was on call at the ambulance service, and they got lunch at the Milltown Drive-In, it was then a day “in the red.”

“It’s crazy, but without a call, I’d lose money just by going to the root beer stand.”

That volume of local volunteers and first responders is a system that is changing, and as ambulance service contracts become more regional and less local, the status of the person responding is also changing.

“No, they want it to be a full-time job,” Keith said, pointing out a common issue with commuters and the lack of well-paid local employment, meaning that certain shifts, usually in the daytime, are hard to cover with local volunteers. “I wonder if it’s headed that way for fire departments, as well.”

That change in policy also means that having a battery of possible first responders and local firefighters within a short distance from an emergency is changing, and not always for the better.

“That’s always the toughest part, who’s coming (to a fire or emergency)?” Keith said, noting that everything from weather conditions to the day of the week to the time of the day to the type of emergency means it could be a big response, or very few. “That’s part of it, you need the truck on the scene, but you also need personnel. That’s why mutual aid is so important.”

The darkest side

Every first responder, firefighter and other emergency worker has a story or an incident that makes it hard to return to the job.

While they may have dozens of positive results and outcomes, the downsides are often tragic beyond the normal layman’s take. Keith said it is not unusual for someone to quit mid-training after a ride-along. Being at an actual emergency scene, with the reality of a tragedy, can be too much for many people.

“It can be a helluva shock, even for people who have been trained or grown up around it,” Keith said. “It’s not unusual for someone to quit mid-training after a ride-along. Being at an actual emergency scene, with the reality of a tragedy, can be too much for many people.”

“That reality is not lost on Keith, and as hardened as he tries to be on the scene, he admits it always affects him, but you try not to let it define you.”

“Unfortunately, you do get sort of numb to it,” he admitted, pointing out that in the old days, they were expected to keep it to themselves, often burying those incidental thoughts in some sort of chemical or activity. “There were things you tried not to remember, and you figured you always cope.”

While the new approach is to do more critical incident debriefing and counseling, it is still difficult for almost anyone to truly deal with some of the tragedy they encounter.

“For me? Kids. Yeah, anything with kids,” Keith said, his darting eyes and choked-up answer revealing more than his mouth shares.

“Yeah. That can be hard to swallow.”

Those incidents of tragedy are hard to share, but he thinks it can sometimes pull a department or a group together and make them feel even more like brothers and sisters.

“It’s a small town, you know almost everybody,” he said, pointing out that the fraternity of emergency services crosses all types of boundaries.

The Milltown Fire Department Taco Feed is meant to raise money for specialized equipment, like this hunter rescue apparatus they were able to purchase three years ago. - File photo by Greg Marsten

The upsides

Whether it’s responding to a lost person, a plane crash, structure fire, car accident, even a bear cub stuck in a tree, or emergency services are a big reward, Keith said, and recruiting is often an interesting challenge to overcome. But Keith believes the pool of local firefighters and emergency responders is just as important as new equipment or advanced communication services.

He recalls the sort of “phone tree” systems and original systems that were created decades ago, but how the whole type of responses has changed, due to technology, which has not only changed their communications, but also fire trucks and emergency response vehicles.

Mutual aid has become a necessity in lean times, when a new, specialized fire truck can cost almost half a million dollars, and fleets of specialized equipment require extensive and expensive maintenance, so they also rely heavily on used or refurbished equipment, and fundraising to pay for it. That fundraising has become a source of local creativity, as small rural departments look for ways to offset the huge costs of emergency services without tax increases.

From water fights to food festivals to dances and other events, the money side of mutual aid is not only a lot of work, it can be a lot of fun.

“We’ve traveled all over for water fights,” Keith and Carol recalled, noting the ceremonial firefighter trading and partying that usually came with the events.

Milltown has capitalized on the taco for its outside funding for years, and it paid off handsomely. “It’s a sort of destination event, now!” Keith joked, pointing out that he has often been a sort of coordinator and chairperson for the annual event, but finally got to enjoy it this fall, with his retirement. “That was cool, just cool custodian.”

That fundraising and volunteer gene didn’t travel far from Keith, as his son, Kalvin, assisted at the fire department before he moved away, and his daughter, Kaina, turned her 2011 selection as Miss Balsam Lake into a way to fundraise for the neighboring Balsam Lake Fire Department, by organizing the annual Balsam Lake “Fire and Ice plunge” during their Winterfest, with John Volgren. It’s an event Keith, Carol and crew have been involved in, as well, even though they live in a different community.

“That started at a hot parade, when Kaina (as Miss Balsam Lake) was sort of thinking, ‘I’m not sure what it would be to have that polar plunge about now,‘” Keith said. “It just sparked something!”

Knowing it’s time

The friendships, experiences, and memories good and bad are not lost on Keith and he has numerous stories of how his emergency-services life has affected his family, health, career and relationships.

He had a fitting sort of “farewell” in social media recently that sums a few things up, after thanking his family for their patience: “I know I missed family events, kids school programs and sports activities, slept asleep before supper due to being out the night before, missed numerous occasions and sadly caused them stress not knowing what was taking so long or why it was happening … I have truly enjoyed my time as a volunteer firefighter and EMT. It has been a wonderful experience.”

But the toll is also real, and he remembers talking with his father about his retirement from emergency services, and how it was something they had years ago, about knowing “when it’s time.”

Keith and Carol turned their police scanner off for the first time in years, and when the silence was “sort of numbing” at first, as was the reality of not waiting for that certain frequency tone that meant he was being paged, it “It’s rare, a gift of uninterrupted sleep for both of them.”

“When I told my dad I was retiring, he wasn’t surprised, he just sort of said, ‘It’s time, huh?’ He knew,” Keith said with a hint of a grin and a nod. “He told me I’ll miss it ‘for a while.’ Yeah, it’s time … It’s time.”

Keith Zygowicz and daughter Kaina joined co-organizer John Volgren for the first-ever “Fire & Ice Plunge” that began in 2011, as part of the Balsam Lake Winterfest.
Seventeen inches?

“Seventeen inches?” “That’s right,” the old coach said. “The home plate is in Little League?” Someone yelled out, and many hands went up. “Do any of you know how wide the home plate is in college baseball?” “Seventeen inches!” everyone yelled in unison. “You’re right,” the coach responded. “How about college baseball coaches, are there any high school coaches in the room raised their hands. “Well how wide is the home plate in college baseball?” “Seventeen inches!” everyone yelled in unison. “You’re right,” the coach responded.

Here’s a hard question the coach asked: “Back in Babe Ruth’s day, how wide was home plate?” Silence hit the room, then someone sheepishly yelled out, “Seventeen inches!” “That’s right,” said the coach.

Now the coach changed his focus and asked, “What do you suppose a major league team’s management would do if a big league pitcher couldn’t throw the ball over a 17-inch plate?” He paused; the room fell silent again. Finally, he said, “They send him down to the minors or fire him!”

“But let me tell you what they would never ever do. They would never say, ‘Ah, that’s all right, buddy, if you can’t throw a baseball over a 17-inch plate, we’ll just make it bigger for you. Maybe we will widen it to 19 or 20 inches so it will be easier for you, and if that’s not enough we will make it 25 inches wide.”

Scolinos then asked the audience, “Here is a question for each of you. What would you do if your child, or player consistently showed up late for practice? Or if your team rules forbid facial hair and some of your players starting showing up on game days with full beards? What about if one of your players got caught drinking after hours the night before a game? Would you hold those players accountable or would you widen home plate for them to fit their special needs?” The 4,000 coaches now sat quiet as the old coach’s message began to mesmerize them.

Scolinos then turned the plate on his chest toward home and took out a black magic marker to draw something on it. When he finished, he turned the plate around for the crowd to see. He had drawn a simple house complete with a front door and two windows.

He then said, “The problem with most homes in America today is that they are built with community associations - there is no standards for people to follow or people willing to enforce them. We no longer teach our children, our players or our employees or members accountability. It’s so much easier for parents, managers and executive directors to just say without the message. There are no consequences when people today fail to meet standards.”

“Let’s face it, we have lowered standards in education. Has widening the plate helped out our schools? We’ve changed the standards in some religions. Has widening the rules while we have lowered the standards all across government. Has widening home plate made our governments better?” He then turned the home plate on his chest around to reveal the back side of it again and said, “When we fail to hold ourselves, our children, our players or our employees accountable to any standards our future gets dark,” as the back side was completely black.

“Scolinos died in 2009 at the age of 91. His message, however, was clear: If you’re a parent, business owner, lead an organization, hold a public office, manage a department or supervise a unit of people, Don’t ever widen the plate … Maintain and enforce the standards you have set.”

It’s unfortunate that we have seen too many with business organizations, local units of government and professional associations to help them solve their problems. I know from firsthand experience many of our professional problems have occurred because at some point in the past someone widened the plate to make it easier on their employees, their staff or their members.

The hard part about being a parent, a business manager or a government leader is to maintain the standards you have set for your home or your organization. It’s much easier to cave in and relax your standards and the minute you do, you have no standards.

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**WOK & ROLL**

*Peter H. Kwong*

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**WRITERS’ CAROUSEL**

Edited by Carolyn Wedin

Barbara Trombley

After Mom and Dad built their house in 1981, they laid sheets of plywood on the rafters in the new garage so they could store some items they had no immediate use for.

On Oct. 24, 2019, as Mom and Dad were preparing to move out of that house, those items were retrieved from the rafters.

Five people were involved in the recovery: Mom and Dad, my brother Louie, my husband Gordy, and me.

Louie clambered up a stepladder and reached into the depths. Two bushel baskets were the first items to make an appearance. A cardboard box marked ‘Billy’s Boots’ was next. Then three boxes, with suspiciously chewed corners.

“I think that’s about all,” my mom said. “Aren’t those your boxes, Louie?” she asked my brother. Louie grunted but did not respond. With a notable pause, he added: “There’s a lot more up here, Mom.”

A cluster of dusty wooden boxes and crates were next in this story. Each one was set aside and reboxed. Those standing below grabbed and stacked.

At this point Louie came down from the ladder and welcomed back his took his place, leaning in. My husband took his place, leaning in.

When old coach Scolinos walked out onto grapefruit field, he had an ‘official baseball plate’ on his lap which he used to teach his team to victory. Since I did not personally hear the speech some of the details may be off but I think you will accurately understand his message.

When old coach Scolinos walked out onto grass he had an ‘official baseball plate white home plate’ hanging around his neck. This was the story. I never liked to talk about religion and politics, as everyone has his/hers own opinions. So, most of the time, I’ll just talk about baseball and football. You start talking about the Packers and the world is on your side. Don’t remember who submitted it or wrote it, but apparently, the story has been floating around for a while. If you’re not ready before, chew on it again. If this is your first time, well, enjoy it and digest it. Makes a lot of sense. I wish the whole world would be reading this.

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**Accidental time capsule**

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A business-card-sized piece of blue paper from the Chicago Board of Health caught my eye. I discovered that Louie had received Type III Sabin Oral Polio Vaccine in May, 1963. In the corners were the names of the mayor (Richard J. Daley), the president of the Board of Health, and the commissioner of health.

“Keep This Important Record” was written on top. And we did.

A letter from Grandpa Harry detailing a car he’d ridden in. “It had automatic windows, all that fancy stuff, he wrote.” And we printed.

And a plethora of black-and-white snapshots. Pictures of Dad and his mother and sister, taken shortly after his own father’s passing.

I looked at my young, handsome father in his Navy uniform. His gallant widowed mother. My Auntie Joe. Memories.

We stood, chilled in the garage as the wind blew leaves in through the open door. Mom bent over, Dad needing a shave.

The past, the present, the future swirled about us. One of the thoughts that the unknown Ann Bishop had jotted on a piece of cardboard and saved in her blue book resonated:

“We don’t remember days, we remember moments.

This moment will never be here again.

We don’t remember days, we remember moments. This moment will never be here again.

And yet, I believe it will linger, this moment we stumble upon an accidental time capsule.

About the author: Barbara Trombley was born in Chicago, Illinois, but has lived nine-tenths of her life in Wisconsin. Now retired, she enjoys spending time with her family from her hometown of Milwaukee and the Lake Geneva area. She also finds time to write, and her latest book, “Brenda’s Motel,” is available on Amazon.com.

Writers’ Carousel, a revolving menagerie of pieces for your enjoyment, is created by participants in Carolyn Wedin’s Write Right Now community education classes in Federick and Luck. The next six-week series of classes begins Jan. 9 in Federick, Jan. 10 in Luck. For more information, contact the superintendent of health, suavity ed director Sheila Berciak in Federick (715-327-4866) or Amy Aguado in Luck (715-472-2152) for more information. Write Right Now will be taking winter submissions. Happy holidays to our dedicated readers.

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**DECEMBER 4, 2019 - INTER-COUNTY LEADER - NORTHERN CURRENTS, SECTION B - PAGE 3**
**CENTERS, a longtime supporter of local students and educational development, will feature a tasty lasagna meal complete with drinks and hot beverages, 2:45-3:45 p.m.**

Discover the wild side of winter at the Acreage

**OSCEOLA - Chris Cold, Wisconsin DNR wildlife expert, will be the featured speaker at “Winter Wild at the Acreage” on Saturday, Dec. 7. The Acreage at Osceola, a home of the Horst Rechelbacher Foundation, is located at 945 Pioneer Drive. The property is in phase 1 of development, and will become a pollinator engagement center and sanctuary.**

Plan to enjoy an afternoon learning about winter wildlife from a Wisconsin native. Cold’s talk will be fun and educational for the whole family. He will focus on winter ecology and wildlife that can be found right here, in our own backyard. And then stay for a variety of fun activities following the presentation. There will be arts and crafts, snowshoeing or hiking, and a visit to see the barn animals. You can warm up at the bonfire and enjoy hot beverages.

**The Acreage at Osceola and the Cross River Association are co-hosting this event and invite the public to attend this Light Up Osceola Festival afternoon activity.**

**Schedule of events:**
- Gates open at 12:45 p.m. Please note that there is a walk in/line limit of 150 people and the program area. Please tell attendant if you need closer parking or assistance with transportation from your vehicle.
- Registration and inside activities from 1:15-3 p.m.
- Winter Wildlife program in The Gallery with Chris Cold from 1:30-2:30 p.m.
- Indoor and outdoor winter fun activities, bonfire and hot beverages, 2:45-3:45 p.m.
- For more information and to register for this event, visit strocroverriversassociation.org/event/winter-wild-at-the-acreage/

**Register** is free but required, as space is limited.

Scholarship fundraiser for Luck Class of 2020 Dec. 13

LUCK - On Friday, Dec. 13, the Luck School will be bustling when the annual scholarship fundraiser pairs the Luck Community Graduate Continuing Education Scholarship Fundraiser with a tasty lasagna meal complete with drinks and hot beverages. The Luck Class of 2020, their parents and the community ed advisory council are involved in raffle ticket sales to get to the booth so far. The second half of the fundraiser is the raffle, which showcases the skills and generosity of local residents. The raffle drawing will be held at Luck School during halftime of the boys varsity game.

Graduates have three years to use this scholarship and will become a pollinator engagement center and sanctuary. The boat is nothing if not easily accessible. It must be tempting to think of all the stuff that can be found right here, in our own backyard. And then stay for a variety of fun activities following the presentation. There will be arts and crafts, snowshoeing or hiking, and a visit to see the barn animals. You can warm up at the bonfire and enjoy hot beverages.

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**Register** is free but required, as space is limited.
There will also be a petting zoo there, and fireworks at the Baker Building. At 3 p.m. the party at the center, helping kids make ornaments, will be running a free craft area there from noon till 6 p.m. Local Chili and wild rice soup will be available there from noon till 6 p.m. Santa will sit and visit with kids. They'll begin at the library at 11 a.m. and make their way to the senior center and then to Croix Falls High School Chamber Singers will perform carols. High school singers perform carols. It is income based and to find out if you are eligible to get help with your heating bills or free vouchers for healthy food items. You can call WIC office at 715-349-7600, ext. 1952, and see a specialist, at 715-496-3121. Other ideas can be to use your local library regularly, read to your kids, check out a movie for free, go for a walk, take an exercise class, join a new social group, reach out to a neighbor in need, take a community education class, set some personal goals and make a point to accomplish something over the winter months.

Healthy Minute

Brought to you by Healthy Burnett

Over the winter months.

- Aging and Disability Resource Center. Contact ADRC at 715-349-2100, to join in cost-saving programs for your supplemental medical and prescription plan.
- Workforce Resource. Check in with the Workforce Resource Center once a year. There are some higher-paying jobs or possibly look to see what training programs might interest you for a future job change.
- Other ideas can be to use your local library regularly, read to your kids, check out a movie for free, go for a walk, take an exercise class, join a new social group, reach out to a neighbor in need, take a community education class, set some personal goals and make a point to accomplish something each day.

Submitted by Maureen Wilson, FoodShare specialist. Healthy Minute is brought to you by healthyburnett.org.
The residents at HSBC all have the same thing in common: they are looking for love and inspiring us to transcend borders that connecting us to God's abundant and generous Christmas in Christ Chapel's theme is Love Beyond limitations. Dent Roger Panek and former Shady Knoll operator Bev Beckmark will lead the audience through a perfect match. She is a 65-pound rottweiler cross for a new life. Although she is still a young lady, Kismet looks forward to finding a family to teach her new things and share adventures.

At last count, HSBC has approximately 35 cats and kittens in residence waiting for new families. Most of that number are kittens of every color, hair type and age. One example is Zora. Zora is a gray and black medium-haired kitten with jade green eyes. This former foster kitten has been well socialized and is great with dogs, cats and kids. Like most of the other residents, Zora is active, curious and is up for anything.

If you’re looking for a forever family, consider adopting one of our sponsored pets. Sponsored pets have their adoption fees already covered by generous donors. If you wish to apply, please come and partake. To plan for the amount of food and shelter from which they need to provide, they are asking for an RSVP with the shelter.

The Rivertown Holiday celebration will begin on Saturday, Dec. 7, starting at noon till 6 p.m. We are serving a light lunch and supper of wild rice soup or child and chicken. Bring the family downtown for all the festivities and pets. Kids and pets are invited to have their photo taken with Santa from 1 to 3 p.m. Please use our side door for pets. You don’t want to miss this! We have food shelf boxes out for your donations. Bring your nonperishable food or personal care items to the center any Tuesday, Thursday or Sunday afternoon or when you come to the Rivertown Holiday celebration Saturday, Dec. 7.

The center is available for private parties or events. Call Joyce Nelson for information on renting, 715-483-3466.

There were little or no cards played this past week; however, if you having nothing better to do, we will be here on Tuesday afternoon, Thursday evening and Sunday afternoon playing 500. I am not sure about Bridge or Mahjong. They may be off for this month. Call on Wednesday afternoon or for Thursday evening and Sunday afternoon playing 500. I am not sure about Bridge or Mahjong. They may be off for this month. Call on Wednesday afternoon or for Thursday evening and Sunday afternoon playing 500. I am not sure about Bridge or Mahjong. They may be off for this month. Call on Wednesday afternoon or for Thursday evening and Sunday afternoon playing 500. I am not sure about Bridge or Mahjong. They may be off for this month. Call on Wednesday afternoon or for Thursday evening and Sunday afternoon playing 500. I am not sure about Bridge or Mahjong. They may be off for this month. Call on Wednesday afternoon or for Thursday evening and Sunday afternoon playing 500. 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Nelson kindergarten classes enjoy a fine feast

Pilgrim girls Kylie Bistram, Macee Blakeslee and Taytum Schroeder showed off their bonnets and beautiful smiles.

Logan Jensen enjoyed a bite of pizza, and though not traditional Thanksgiving fare, the kindergartner found it very tasty indeed.

Nelson Primary School kindergartners Bryson Rossow and Ariya Paulson had fun pretending to be Pilgrims for their Thanksgiving feast on Tuesday, Nov. 26.

LEFT: Happy and hungry Pilgrims Kashis Bach and Ivan Powell waited for their feast to begin.

LEFT: Happy and hungry Pilgrims Kashis Bach and Ivan Powell waited for their feast to begin.

PHOTOS BY PRISCILLA BAUER UNLESS NOTED OTHERWISE

Chase Meyer smiled for the camera during the Nelson kindergarten Thanksgiving feast of pizza and a friendship salad made from fruit each student brought to share.

Students Kamillah Stafford and Hunter Sahr posed for a photo with classroom volunteer Kandis Olson, who helped the children make their friendship salad for the Thanksgiving feast. • Photo provided

Mrs. Lee’s class and classroom volunteer Kandis Olson proudly posed with their friendship salad in a festive Thanksgiving photo. • Photo provided

RIGHT: Keegan Buck gave a grin, as he and his classmates got ready for a fun Thanksgiving lunch.
A happy Thanksgiving dinner was had by all at the Grantsburg Legion Hall.

Grantsburg Legion member Tim Curtin became the go-to gravy guy when offering a helping hand in the kitchen at the post’s Thanksgiving Day dinner.

Becky Anderson was definitely enjoying her dessert, tasty pumpkin pie with whipped cream.

Grantsburg Legion Commander Lloyd Anderson greeted Thanksgiving dinner guests at the Legion Hall in Grantsburg Thursday, Nov. 28.

Grantsburg Legion Post 185 Team Players volunteers were in the holiday spirit as they served over 120 people a traditional Thanksgiving dinner at the Grantsburg Legion Hall Nov. 28.

PHOTOS BY PRISCILLA BAUER

Families came to the Grantsburg Legion Hall on Thanksgiving Day for a roast turkey dinner with all the trimmings.

Post 185 Team Players volunteers paused from their Turkey Day serving duties for a group photo. Pictured (L to R): Jessie Moyer, Penny Curtin, Kathryn Curtin, Adrienne Covey, Sue Folk and Cheryl Covey.

Trinity and Jackson Domier smiled for the camera as they gobbled up Thanksgiving dinner with their family.

Russ Erickson and John Warnest visited with Grantsburg Legion Post chaplain, Tim Curtin, at the Thanksgiving Day dinner at the Grantsburg Legion Hall.

Grantsburg Legion Post 185 Team Players volunteers were in the holiday spirit as they served over 120 people a traditional Thanksgiving dinner at the Grantsburg Legion Hall Nov. 28.

PHOTOS BY PRISCILLA BAUER

Over 120 people enjoyed a traditional Thanksgiving Day dinner and plenty of hospitality, hosted, prepared and served by Legion members and Post 185 Team Players volunteers.
Grandma Barbara Radke shows Gemma Burdick a picture of a turkey that was provided as a placemat. Both enjoyed gobbling up some turkey and fixings while getting to spend time together.

The 30th-annual Thanksgiving dinner held on Thursday, Nov. 28, at the Siren Senior Center was attended by several hundred people. Take-out meals were also being delivered.

Bert ‘Fudd’ and Diane Lund enjoy dinner with Audrey and Richard Costerisan. All are residents of the town of Siren.

The traditional Thanksgiving dinner was enjoyed by those that came hungry for a meal, fellowship and to volunteer. A complete traditional Thanksgiving dinner included mashed potatoes, stuffing and oven-roasted turkey with a full plate of trimmings.

PHOTOS BY ELLYN LINDQUIST

Morgan and Julie Shetler and Terri Moritz volunteered at the annual event sponsored by the people and area churches of Siren, Danbury, Webster and Lewis.

Katie Hedlund supervises the dessert table and is ready to top pies and cakes with a little dollop of whipped topping. There was more than just pumpkin pie offered so people should have been able to find a favorite.

The 30th-annual Thanksgiving dinner held on Thursday, Nov. 28, at the Siren Senior Center was attended by several hundred people. Take-out meals were also being delivered.
Grace Nursery School students celebrate Thanksgiving Charlie Brown style

Grace Nursery School students Harper Haug, Dakoda Erickson and Macy Bistram feasted on puffed corn, jellybeans, pretzels and juice during their class’s Charlie Brown Thanksgiving party on Tuesday, Nov. 26.

Grace Nursery School co-directors Carol Reichstadt and Csilla Graves posed for a festive photo with their class of 3- and 4-year-olds before the children feasted on a Charlie Brown Thanksgiving snack of puffed corn, jellybeans, pretzels and juice during their party at Grace Baptist Church in Grantsburg Tuesday, Nov. 26.

Grace Nursery School students Harper Haug, Dakoda Erickson and Macy Bistram feasted on puffed corn, jellybeans, pretzels and juice during their class’s Charlie Brown Thanksgiving party on Tuesday, Nov. 26.

LEFT: The camera caught Max Carey as he and his Grace Nursery School classmates sat down for their fine feast.

PHOTOS BY PRISCILLA BAUER

Siren kids shine at punt, pass and kick

Kiersen Oustigoff, Siren, placed second in the 11-year-old girls division at the state punt, pass and kick competition in Eau Claire. - Photos provided

Taylor Winberg, Siren, placed second in the 12-year-old girls category on Saturday, Oct. 26, in the state punt, pass and kick competition sponsored by the Knights of Columbus.

Three student athletes from Siren placed at the state Knights of Columbus Punt, Pass and Kick competition that took place at Eau Claire Regis on Saturday, Oct. 26. Parker Fingerson, left, placed third in the 9-year-old boys division.
Teamwork is essential in solving the puzzles. All participants add something to the success. Throughout Burnett County, tourism officials, chamber of commerce members, businesses have expressed support to allow individuals and/or groups to raise funds to support the district’s student grants for attendance at special contests or student higher education scholarships, after-school programs, and/or groups to raise funds to support the district’s tourism and money into the community. If formed correctly, the foundation will benefit everyone in the Siren community.

Siren Elementary raffle a success

SIREN - Support of the Siren Elementary fall raffle was much appreciated from business sponsors who donated prizes to those who sold or purchased tickets. Raffle proceeds of over $1,200 will be used to help purchase snowshoes for students to use for winter hiking in the school forest, S Pond or other nature preserves in the area.

Congratulations to Jeff Olson, Luck, who won a Weber grill from Jenneman’s Hardware Hank; Carol Iverson, Hertel, was awarded a Stihl leaf blower from Lee’s Sport & Saw; Siren’s Beverly Doriott took home a Block and Cleaver meat package; and Jane Jeffers, of Lee’s Sport & Saw; Siren’s Beverly Doriott took home a Stihl leaf blower from Lee’s Sport & Saw.

Weber grill from Jenneman’s Hardware Hank; Carol Iverson, Hertel, was awarded a Stihl leaf blower from Lee’s Sport & Saw; Siren’s Beverly Doriott took home a Block and Cleaver meat package; and Jane Jeffers, of Lee’s Sport & Saw; Siren’s Beverly Doriott took home a Block and Cleaver meat package; and Jane Jeffers, of Lee’s Sport & Saw.

Soren were the first to play and win! All participants were successful, and after solving the puzzle, were rewarded with a gift coupon for a free burger basket at the Skol Bar, courtesy of bar owner and Siren supporter Ryan Shelton. A special thanks to library volunteer Zoe Allen for her help in setting up and facilitating the escape room.

More holiday events

Mark your calendars for free holiday movie marathons on Monday, Dec. 23, and Monday, Dec. 30. Movie lists will be posted in the library, on our website and on our Facebook page. Don’t forget to like us on Facebook to receive all the most up-to-date information about library events.

Holiday hours for December

The library’s regular hours are Monday through Friday, 10 a.m. - 6 p.m.; and Saturday, 10 a.m. - 1 p.m.

The library will close for Christmas Eve on Tuesday, Dec. 24, and Christmas Day, Dec. 25, in appreciation of our wonderful staff. We will have short hours on Tuesday, Dec. 31, from 10 a.m. to 1 p.m. and will be closed for New Year’s Day, Wednesday, Jan. 1, 2020.

Check out the library webpage for current information about book groups and current activities at federicibrary.org or call a librarian at 715-527-4879 or email us at library@federicibrary.org with any questions, special requests, or to register for upcoming events.

Tourism coalition general membership meeting Dec. 11

WEBSTER – The Burnett County Tourism Coalition annual general membership meeting will be held Wednesday, Dec. 11, at 6:30 p.m., at Ike Walton Lodge. The gathering is open at no charge to government officials, chamber of commerce members, business owners and all residents interested in promoting tourism throughout Burnett County.

Topics on the agenda include the BCTC annual report celebrating an increase in 2018 visitors and revenue and a “Travel Wisconsin” update by Department of Tourism regional specialist Julie Fox.

Nominations will be taken for members of the BCTC Board of Directors. “We encourage people who are passionate about Burnett County and continuing its successful marketing strategies to join the board and contribute their ideas,” says Chuck Anderson, current board president. “We also need people to volunteer for committees like events and fundraising,” he added.

Attendees will enjoy a complimentary bowl of Marion’s legendary homemade chicken dumpling soup. A cash bar is available and for those who wish to purchase a meal, there will be a dinner special.
Grantsburg Community Ed. classes and trips

For more information about any of these classes, check out the Grantsburg School District website or call community ed director Karin Reinert at 715-463-7208. E-mail karen.reinert@gp12.net. To register online, go to Grantsburg School District, click on district, then community ed, and finally online registration.

Indoor pickleball. Monday, Nov. 25 through April 20, 9-11 a.m., 1:30-3:30 p.m., Saturdays, 9-11 a.m. at the Grantsburg Elementary School Gym. Free. Drop-in cost of $1 for all ages and abilities.

Let’s make faces! Monday and Tuesday, Jan. 27 and 28, 1:30-3:30 p.m., $15 per person. A Scandinavian tradition for holidays. In this two-step class, you will learn to make the first and learn how to make the rest of the children. Original designs are for sale to support the local art center.

Instant Pot essentials. Saturday, Dec. 21, noon-1 p.m., $20, includes supplies and lunch. Location: Grantsburg High School FACE room. The perfect cake to celebrate a special occasion. This class includes a delicious lunch. Bring your Instant Pot.

Driver’s education parent/student orientation. Thursday, Jan. 2, 6-8 p.m. classes are Monday through Friday, Jan. 3-24, 5:30-7 p.m. Wednesday, 4-6 p.m. ($35 behind the wheel, $100 total). Students under the age of 18 must attend 30 hours of classroom instruction. During the classroom sessions, a student may miss two classes, but the classes must be made up by attending those classes at another school. Orientation night must be attended by the student’s parent/guardian. Registration forms can be accessed at the school website.

Snowmobile Safety Education class. Saturday and Sunday, Jan. 4-5, 1:30-9 p.m., $10. Location: Grantsburg High School. Snowmobiling can be a great family recreation during the winter months and something you can enjoy for all riders born after Jan. 1, 1985. This two-day class is sponsored by the Wisconsin DNR and is for students 11 years and older. Must pre-register by contacting Grantsburg Community Ed at 715-463-4701, obtaining a DNR Customer ID online and having a parent’s signature. Students should be dressed to be outside for approximately 15 minutes during the first class. Class includes a $20 fee and DNR customer identification number provided on registration paperwork prior to first class.

Christmas cookie class. Saturday, Jan. 11, noon-1 p.m., $15. Location: Grantsburg High School FACE Room. Learn to make your favorite cookie animals on cupcakes that will thrill and amaze your kids at their next party. This class is designed for both beginners and experienced decorators. Bring a dozen cupcakes in your favorite flavor and a carrier to bring them home in. Buttercream and fondant icing will be used. All decorating supplies will be provided for you to keep the class.

Winter Skating” painting on canvas. Thursday, Jan. 23, 1-4 p.m., $32. Location: Grantsburg High School FACE Room. Join a local artist to paint acrylic on canvas. You will be painting an original winter skating scene design to take home and display. No experience required, step-by-step in- struction provided in a relaxing, fun atmosphere. All materials included.

Wood and paper-craft inspirational message boards. Saturday, Dec. 21, noon-3 p.m., $25 includes supplies and lunch. Location: Grantsburg High School. Create this cute wooden sign/paper-craft message board with your favorite decor colors. All materials supplied.

Tall Chi Level 2. Thursdays, Feb. 6, 12, 20 and 27, 5-6 p.m., $35. Location: Grantsburg Middle School. This Level 2 Tall Chi class builds on all of Level 1 movements and adds 10 basic Tall Chi movements that are more complex and involve more coordinated movements involving all parts of the body. Level 2 will deepen and strengthen one’s knowledge and practice of basic Tall Chi. Recommended for people who can do all Level 1 movements and are ready to do more challenging movements.

I have a voice and the freedom to express it.

Understanding the First Amendment is key to protecting our free society.

Freedom of Speech • Freedom of Religion • Freedom of the Press • Freedom to Assemble • Freedom to Petition the Government

Sponsored by the Wisconsin Newspaper Association.

LARSEN AUTO CENTER SPONSORS CHRISTMAS DINNER

Terry Larsen, of Larsen Auto Center, presents Webster music directors Julie Strang and Rachel Merkt with a check to cover the cost of their annual Christmas dinner. This music department fundraiser has been sponsored by Larsen for over 30 years. It has become a tradition for the school and community. This year’s dinner and concert will be Monday, Dec. 9. Dinner will be served from 5-6:30 p.m. and the concert is at 7 p.m. – Photo submitted

UNITY LIONS CLUB RECEIVES DONATION

The Unity Lions Club was presented with a check of $400 on behalf of the owners, employees and patrons of the Thirsty Otter in Balsam Lake. The money is to be used for the Unity Backpack Program. Pictures are Dawn and Jordan on behalf of the Otter. – Photo provided

PAGE 12 • INTER-COUNTY LEADER - NORTHERN CURRENTS, SECTION B • DECEMBER 4, 2019
The power of prayer
Before the days of buried cables, an electric line ran from a pole by our road to a pole in the yard and from there to our house and barn. The roadside pole held a transformer that changed electric power from high voltage, enough to power the neighborhood, to a lower voltage for only our house and barn. The word transform means to change in nature, form or appearance. Transformation also means metamorphosis, as in a tadpole changing into a frog or a caterpillar into a butterfly. By our own effort we can cause transformations, too – turning a house into a castle, a rock into a polished gem, a piece of wood into a table. An over-weight mom can, by diet and exercise, transform her body into one that’s unrecognizably beautiful. A failing student can become a successful student through hard work and determination. The Bible speaks of that change: “Do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what is that good and acceptable and perfect will of God.” (Romans 12:2)

In this context, the words conform and transform are opposites. Instead of being conformed, or molded, by the values of the world or era we live in, we are to allow the Holy Spirit to change us. Spiritual transformation begins in the mind and heart. When our mind is dedi-cated to worldly concerns, it will be tossed back and forth by cultural fads. Throughout history, culture continues to change from one societal fad or belief to another, sometimes at the whim of a single person. As followers of Christ, we can resist the temptations our culture espouses. If we choose to believe the truth of God’s word and consistently meditate on it, the Holy Spirit will guide and shape our thoughts and behaviors. Such action will renew our mind until we “have the mind of Christ.” (1 Corinthians 2:16)

Obtaining the mind of Christ is a lifetime process. We gain success one day and fail back the next. Our baby steps toward spiritual maturity require persistent effort and daily prayer. God promises to help us when we ask, when we are willing to do our part. God is a God of miracles, yet most change comes through hard work empowered by his Spirit.

Lord, thank you for transforming our minds into the mind of Christ. As we do our part, give us strength, encouragement and power. In Jesus’ name, amen.

Mrs. Bair may be reached at sallybair@gmail.com or sallybair.com.

Wounds need to be healed
Q: I have been through some very difficult experiences in life. For the most part, I’ve been able to set them aside and move on, but sometimes I still struggle with my emotions. Do you have any advice for getting past the hurt?

Jim: Life can be tough, and it inflicts wounds in us all. The question is: What do we do with the pain?

On a summer vacation several years ago, my wife, Jean, and I relaxed by the sea. I watched our son Trent wrestle with a beach ball. Again and again, he’d muscle the ball under the water, then struggle to keep it there. Eventually, he’d exhaust his willpower to keep bad thoughts pushed down. Over time, we no longer need to rely on willpower to keep bad thoughts pushed beneath the surface. They’ll heal and sink from memory all on their own. Focus on the Family’s licensed counselors would be happy to help you get started on the path to healing. You can call 855-771-HELP (4357) weekdays, 6 a.m. to 8 p.m. (MT).

•••

Q: How do we handle our kids’ obsession with their phones? It seems like they’re always on their devices, and it’s hard to have a conversation with them.

Danny Huerta, vice president, Parenting and Youth: Texting is the primary means of communication for today’s preteens and teens. Many kids have multiple text conversations going on all day, impacting already scattered attention spans. There’s a new term for the interference that technology can cause in family relationships – “technoference.”

Our study found that tweens spent an average of more than 4-1/2 hours with screen media each day; for teens, the average was more than 6-1/2 hours a day. Unfortunately, parents sometimes spend more time with screens than their kids do.

To reduce technoference, we parents need to set boundaries and guidelines for technology use. That means investing time and energy into modeling, teaching and consistently guiding our kids with sensitivity and understanding – not just controlling them. This requires candid conversations about your concerns and exploring the reasons why your kids are so enamored with their phones (escapism, social connection, etc.).

One great way to establish boundaries is to create a contract that spells out expectations for how technology will be used – and what happens when it’s mismanaged. Start that contract by establishing that technology is a privilege, not a right.

Of course, since we’re models for our children, they need to see that we’re willing to limit ourselves as well. Establish an example by consistently setting your own phone aside during dinner and family time.

A parent’s main goal should be teaching children to manage life and make healthy decisions. When your kids make mistakes, help them work through the consequences. Then take time to celebrate as a family when you conquer technoneference issues in your home.

Jim Daly is a husband and father, an au-thor, president of Focus on the Family and host of the “Focus on the Family” radio pro-gram. Catch up with him at jimdalyblog.com or at facebook.com/DalyFocus. Copy-right 2019 Focus on the Family, Colorado Springs, CO 80905. International copy-right secured. All rights reserved. Distributed by Universal Uclick, 130 Walnut St., Kansas City, MO 64106; 816-581-7500. This feature may not be reproduced or dis tributed electronically, in print or otherwise, without written permission of Focus on the Family.

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Crosswalk Community Church
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Church listings sponsored by the following area businesses:

Any area business wishing to help sponsor the church listings should contact the Leader at 715-327-4236.
MILLTOWN LUTHERAN
2425 2nd Street S., St. Cloud, MN 56301-5524
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.
DANBURG UNITED METHODIST
115 Madison Street, Danbury, CT 203-658-2118
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

BASIL AMERICAN
4500 Hacienda Drive, Raleigh, NC 27612-4932
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

BASIL NELSON
7001 E. 22nd Avenue, Denver, CO 80210-4803
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

BASIL WILSON
601 S. 3rd Street West, Minneapolis, MN 55401-4430
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

BASIL JONES
1000 W. 29th Avenue, Denver, CO 80211-4625
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

WATERFALLS OF THE MILLTOWN LUTHERAN CHURCH
501 N. 10th Street, St. Cloud, MN 56301-5524
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

NORTH CENTRAL UNITED METHODIST
4201 17th Street S.W., Minneapolis, MN 55409-4430
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

EAST CENTRAL UNITED METHODIST
9100 S. 19th Avenue, Denver, CO 80223-4906
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

KANSAS CITY UNITED METHODIST
4000 S. 12th Street, Kansas City, MO 64129-4430
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

GREAT LAKES UNITED METHODIST
612 W. 3rd Street, Chicago, IL 60606-4430
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

OCEANA LUTHERAN CHURCH
12345 7th Avenue, Milwaukee, WI 53209-4430
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.

CHURCH OF CHRIST
CHURCH OF CHRIST - WEBSTER
Minister Carole Danielson, 715-667-7157
Ma G - 715-463-3683
Ash, 4/9 - 6/9; Mon. - Fri., 10 a.m. - 5 p.m.; Sat. 9 a.m. - 1 p.m.; 1001 Main Ave.
CHURCH OF CHRIST - FREDERICK
Frederick Senior Citizen Building
Pastor: Pastor Fred Esch, 715-463-3683
Mon. 10 a.m. - 1 p.m.; Tues. 9 a.m. - 12 p.m.
MOONBEAM CHURCH OF CHRIST
Pastor: John Redrich, 507-633-8934
Sun. School (all ages) 9:00 a.m.; 10:00 a.m.

CARE OF THE PEOPLE
Church Directory
300 W. Main St., Danbury, WI 53010-4430
Pastor: Rev. Eddie Ericksen; St. Council: Pastor, First Vice President; Dr. Kenneth Skjeldal; Vice President; Delores Mosay; Secretary; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Rev. Carl Vette; Treasurer; Wesley Hauser; Fellowship; Annual Meeting: Sunday Worship - 4:00 p.m.
Congratulations to all students on a job well done!
**DECEMBER 2019**

**WEDNESDAY/4**

Lucky 
- Tree lighting at Trinity Lutheran Church, 9 a.m.-4 p.m.

**THURSDAY/5**

**St. Croix Falls**
- "A Christmas Carol: A Live Radio Play" at Franklin Square. Thurs.-Sat. 7:30 p.m. 715-483-3387, festivaltheatre.org.

**TUESDAY/7**

**Amery**
- Bingo at the FPW post, 6:30 p.m., mfw.org/post7899.

**FREDERIC**
- 4K-1st grade holiday concert at the school, 6:30 p.m., 715-463-3387.

**GRANTSBURG**
- Free blood pressure checks at Courtyard Square 10 a.m.-noon.
- Movie night at the library, 6 p.m., 715-463-2244.
- Open house at the village hall, 11 a.m.-3 p.m.

**MILLTOWN**
- Open house at renovated and expanded public library, 2-5 p.m.
- Domestic violence family group, 5-6 p.m., 715-661-7233.
- Domestic violence support group, 6:7 p.m., 715-661-7233.

**Star Prairie**
- Northstar Lodge roast beef feed at the community center, 5 p.m. till gone.

**Webster**
- LIONS, LIONESSES & FRIENDS Community Club food distribution at Connections Store, 11 a.m.-1 p.m., 715-666-6810.
- 5th-grade Christmas band concert at the middle school, 7 p.m.

**FRI.-SUN./6-8**

**Lucky**
- Holiday art sale at Cafe Wren, Fri. 9 a.m.-6 p.m., Sat. 9 a.m.-4 p.m., cafeWren.com.

**FRIDAY/6**

**DANBURY**
- RSVP deadline for turkey and meatball dinner at Forts Folke Aveny on Sunday, Dec. 15, noon-4 p.m., 715-866-8880, thefor.org.

**Fallon**
- Free bread distribution, every Friday until further notice at Trinity Lutheran Church, 9 a.m.

**Fredric**
- Primetime (55 and older) at Crosswalk Community Church, potluck and Bingo, bring a wrapped white-elephant gift. 12:30-2:30 p.m., 715-327-6776.
- Annual meeting for senior center at the center, 9 a.m.

**Grantsburg**
- Neilson School Christmas programs, daytime, 715-669-2421.

**Luck**
- Free film showing at the museum, "It Happened One Night," 1 p.m.

**SAT. & SUN./7 & 8**

**DANBURY**
- Christmas at the Forts at Forts Folke Aveny, 10 a.m.-4 p.m., thefor.org, 715-866-8880.

**Fallon**
- Community choir Christmas concert at Bethany Lutheran Church. Sat. 7 p.m., Sun. 3 p.m.

**Riverton Holiday, Sun. Santa, food, crafts, animals, music, 10 a.m. to 6 p.m. 715-327-6776, info@rivertonholiday.com.

**SUNDAY/7**

**Atlas**
- Christmas, coffee, craft & bake sale at the Methodist church, 9 a.m.-1 p.m.

**Barron**
- Beef cow-calf workshop, Sat. 10 a.m.-12 noon. RSVP to Dr. Scott, 715-537-6526, koa.gwvu.edu.

**Clam Falls**
- CFALLA (Clam Falls Area Local Associations) meet at Halay’s Tap and Grill, 7 p.m.

**DANBURY**
- Ruby’s Pantry by the library, swap shop, 9-20 donation. Open 9:30 a.m., distribution 10:10 a.m.

**Dresser**
- Vintage Sled Extravaganza at Trothhaugen. Swap 9 a.m.-4 p.m., show 11 a.m.-2 p.m.

**WED., THURS./11 & 12**

**Siren**
- Foster care informational meeting at the center, Fri. 165, Wed. 2-3:30 p.m. & Thurs. 6-7:30 p.m.

**WEDNESDAY/11**

**Danbury**
- Burnett County Tourism Coalition general membership meeting at the Walton Lodge on Yellow Lake, 6-7 p.m., 715-463-5729, ext. 202.

**Grantsburg**
- Potluck Christmas meal at the senior center, 11:30 a.m., 715-463-2940.
- Improve Your Whistle! Habitat class at the school, 6:30-8:30 p.m. Sign up by Dec. 10, 715-472-2152, ext. 103, any@lucks.129.com.

**Siren**
- Burnett County Law Enforcement Citizens Auxiliary meeting at the general meeting, 6 p.m.
- Potluck lunch at the senior center, 11:30 a.m., 715-345-7810.

**THURSDAY/12**

**St. Croix Falls**
- "A Christmas Carol: A Live Radio Play" at Franklin Square. Thurs. & Sun. 2 p.m., Fri. & Sat. 7:30 p.m., 715-483-3387, festivaltheatre.org.

**FESTIVAL THEATRE HOLIDAY SOCIAL**
- by RJ, age 17

**MONDAY/9**

**Cushing**
- Blood drive at the community center, 14 p.m., 700-733-2978, redcrossblood.org.

**Luck**
- Polk County Genealogical Society potluck Christmas party at the museum, 1 p.m. Siren-Jensen will present on her trip to Denmark.

**Siren**
- Middle school Christmas concert at the school, 7 p.m. 
- Festival Theatre Holiday Social at Franklin Square. Thurs. & Sun. 2 p.m., Fri. & Sat. 7:30 p.m., 715-483-3387, festivaltheatre.org.

**TUESDAY/10**

**Amery**
- "A Christmas Carol: A Live Radio Play" at the high school, 7 p.m., festivaltheatre.org, 715-483-3387.

**Balsam Lake**
- Abby’s Walk with Ewing Sarcoma spaghetti dinner fundraiser at Unidy School, 11 a.m.-1 p.m., 715-501-8072.

**Dresser**
- Blood drive at Peace Lutheran Church, 12:30-3:00 p.m., 700-733-2978, redcrossblood.org.
- Trade-up time at Peace Lutheran Church, 10-11 a.m., infant to pre-K, 715-755-2515, Facebook.

**Frederic**
- Intro to Needle Felting class at the art center, 6:6-8 p.m. Rev. by Dec. 2, fredderickcun.org.

**Grantsburg**
- Monthly meeting of American Legion Post 188, 7 p.m., 715-463-5724, and Auxiliary at 5 p.m., 715-463-2959, at Legion Hall.

**Luck**
- Free medical clinic at Ruby’s Well Care Clinic, 4-7 p.m., 715-472-7870 for appointment, myfreeclinic.org.
- Free Beauty Salon Day at Ruby’s Well Care. For details, 715-472-7870.
- Free tonal testing at Ruby’s Well Care/Audio, 10 a.m.-2:30 p.m. Call 715-472-7870 for appointment.

**Siren**
- Financial fitness class at the library, 7 p.m., 715-485-2456.

**Weinberg**
- Taking Crocus at Sand Lake Elder Nutrition Site, 7 a.m., 715-416-2967.
- Friends of the Library meeting at the library, 9 a.m., 715-359-3219.
- Northwoods MS Connection Group, living with multiple sclerosis, at the library, 6 p.m., 715-742-8072, danewhefer@gmail.com.

**SAT. & SUN./14 & 15**

**Danbury**
- Holiday Indulgence at the middle school. Sat. 6 p.m., Sun. 3 p.m., 715-463-5726, ext. 202.

**Grantsburg**
- Holiday auction at the middle school. Sat. 6 p.m., Sun. 3 p.m., 715-365-6995, auctionnoon.org.

**Siren**
- Atten Family Band concert at East Balsam Baptist Church, 6:30 p.m.

**Centuria**
- Holiday auction at Holy Trinity United Methodist Church, Sun. 11 a.m.-1 p.m., 715-768-9675, auctionnoon.org.

**Cushing**
- Santa at the community center, 9 a.m.-noon. Free candy and pictures for the children.

Send event information (include contact information) to submit@leaderregister.com.