Women in Local Government

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*Why Don't More Women Run?*

*In Their Own Words: Women Leaders*

*Election Law Changes*
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## On the Cover

Wisconsin state capitol interior mosaic, photo by Jean Staral, League.
The EMC Wisconsin Municipal Insurance Program features a broad range of building and personal property coverages designed to meet the extensive needs of public entities and their operations.

Plus, EMC’s Milwaukee branch office provides local claims handling, underwriting, policy issuance, premium audit and loss control services.

Contact your local independent agent for full details about the EMC Wisconsin Municipal Insurance Program.
And Away We Go!

It’s another even-numbered year, and that means it’s an election year throughout Wisconsin. The first ballots to be cast will be the local primaries the sixteenth of this month. The normally-sleepy April local election will be a big one in 2016, as you’ll be joined on the ballot by candidates for Wisconsin Supreme Court and the President of the United States (you and the President on the same ballot — grab one for a souvenir to show the grandkids). The Legislative primaries will take place August 9. All of the fun and excitement culminates on November 8 with the presidential, senatorial, legislative and county races. November 9 should be a federal holiday for municipal clerks!

In addition to the President, we know there will be new faces. At the local level, Wisconsin averages 20 percent turnover of members serving on its city councils, village boards and mayoral offices. Of the roughly 4,000 elected officeholders leading cities and villages there will be around 800 new people making decisions later this Spring. We welcome them to local government and invite them to take advantage of the many services the League provides to help them do the job. And we thank those of you who are completing your service to your community.

I’m not in the business of making political prognostications, but it’s safe to say a few things about this election season: there will be new faces; there will be complaints; there will be cheers and jeers for both the winners and the losers. That is democracy. Imperfect; sometimes good, sometimes bad. But it works.

In this month’s issue of the Municipality, We take a look at new legislation impacting elections in Wisconsin. The University of Wisconsin-Extension provides a progress report on the status of women serving in local elected offices (hint: progress is being made but there’s a long way to go). Moving away from the topic of elections, Claire breaks open the anticipated changes to the Federal Fair Labor Standards Act. It’s mandatory reading for municipal managers. And the new Executive Director of the new Municipal Property Insurance Company (MPIC) gives a progress report.

Jerry Deschane

Executive Director

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"Of the people, by the people, and for the people." These words undergird American democracy. While these words have not always included all people, participation in our modern democracy is now open to all citizens, regardless of wealth, race, or gender. Open does not mean necessarily, though, that all participate.

A number of well documented studies have highlighted the disproportionately low number of women holding state and federal elective offices. This is also true of local elective offices in Wisconsin (Table A). These studies have also shown that women are less likely than men to run for elective office, and that their reasons for running often vary from those cited by men. The authors investigated whether these findings held true for women running for local office in Wisconsin.

Armed with an understanding of the barriers that discourage Wisconsin women from participation in the local electoral process and knowledge of ways to reduce the barriers, community leaders and activists will be in a better position to provide targeted educational programs designed to increase the number of women running for local elected office. Besides the obvious fairness issue, the identification and reduction of systemic barriers to women's holding public office holds the potential for improving democracy in Wisconsin by including heretofore unheard voices in the deliberative governance process.

**Methodology**

**Development of Surveys**

The research is based off of two surveys developed by the authors and distributed during the summer of 2015 with the help of the University of Wisconsin River Falls Survey Center. One survey was sent to current county board supervisors and one survey was sent to potential local elected officials (PLEOs). The two surveys asked participants to respond to similar questions identifying barriers to running for office. When completing the surveys, current county board supervisors were asked to reflect back on their perspectives and experiences prior to running for elected office for the first time. PLEOs were asked to respond with their current perspectives. This approach provided a comparison of perspectives of the barriers faced prior to running for office for both groups.

**Contacting Current County Board Supervisors**

With the assistance of the Wisconsin Counties Association, a survey was sent to all county board supervisors in all 72 counties in Wisconsin. Where possible, an on-line version of the survey was sent to the board supervisors. Supervisors who did not receive or respond to an email were sent paper copies of the survey in the post. In total 1,609 surveys were sent, with 592 responding (37 percent response rate).

**Soliciting Contact Information for PLEOs**

The authors developed a two-phase process for identifying PLEOs. The process was specifically designed to avoid biases in people identified as PLEOs for the purposes of this research.
Don't More Women Run?

The first phase of the process involved contacting county-based UW-Extension colleagues in all 72 counties. These colleagues were asked to supply contact information for five men and five women as PLEOs who, to the best of their knowledge, had not run for elected office or served in elected office. To expand our contacts for PLEOs beyond the UW-Extension network, the colleagues were also asked to supply contact information for six informants or leaders in their county. These informants and leaders were then contacted and each of them was asked to supply the names of five men and five women who could be PLEOs. This process yielded 353 PLEOs who were invited to complete a survey. A total of 241 completed surveys were received from this group of PLEOs (56 percent return rate).

Responses were received from 38 counties. These counties were spread throughout Wisconsin, with a balance between rural and urban communities.

Table B. Top 10 barriers for potential local elected officials (PLEOs)

<table>
<thead>
<tr>
<th>Barriers</th>
<th>Percent of PLEOs that indicated the item was either a barrier or a major barrier</th>
<th>Percent of current supervisors that indicated the item was either a barrier or a major barrier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack interest or willingness to ask for campaign funds</td>
<td>58%</td>
<td>14%</td>
</tr>
<tr>
<td>Time away from family or home responsibilities</td>
<td>57%</td>
<td>11%</td>
</tr>
<tr>
<td>Time away from other activities I enjoy</td>
<td>53%</td>
<td>12%</td>
</tr>
<tr>
<td>Time away from work responsibilities</td>
<td>51%</td>
<td>14%</td>
</tr>
<tr>
<td>I lack interest/willingness to meet voters door-to-door</td>
<td>41%</td>
<td>9%</td>
</tr>
<tr>
<td>Negative political atmosphere in local government</td>
<td>38%</td>
<td>9%</td>
</tr>
<tr>
<td>Concern about the impact on my finances</td>
<td>35%</td>
<td>6%</td>
</tr>
<tr>
<td>Spouse, partner or family subjected to criticism from constituents</td>
<td>29%</td>
<td>6%</td>
</tr>
<tr>
<td>I have concerns about reprisals or criticism</td>
<td>26%</td>
<td>5%</td>
</tr>
<tr>
<td>I perceive a lack of support for my candidacy</td>
<td>25%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Results:

Both the supervisors and the PLEOs were asked a series of questions designed to determine the barriers to running for local elected office. In each survey they rated thirty barriers related to their personal background, voter perceptions, campaigning, and life in elected office on a scale from not a barrier, a slight barrier, a barrier, to a major barrier. These barriers included systemic barriers as well as perceptual ones. Table B lists the top ten barriers for the supervisors and the PLEOs. The percent of survey respondents who indicated each item was either a barrier or a major barrier is also listed in Table B.

In every case the PLEOs rated all of the items to be more of a concern than the current supervisors. Even though the PLEOs have been recognized by their peers as “well-qualified” candidates, they identified serious concerns regarding campaigning and life in office.

Why Don't Women Run?
Continued on page 9
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SELF-CONFIDENCE: A DETERMINING FACTOR?

Women appeared to doubt their abilities to run for and serve in local elected office to a greater degree than men. A number of the barriers asked about on the survey related to self-confidence. There were nine items where the responses indicated that a statistically significant proportion of women viewed this as a barrier or a major barrier as opposed to men (Table B). Although the percent of all PLEOs who indicated that these were major barriers was relatively low, when looked at collectively, a pattern of doubt among women begins to emerge.

WHAT IS A “WELL-QUALIFIED” CANDIDATE FOR LOCAL ELECTED OFFICE?

The county supervisors and PLEOs we surveyed rated a series of sixteen abilities and experiences that they felt made someone well-qualified to run for local elected office. For both groups the following ranked among their top five: (1) being informed on local public policy issues, (2) knowing many people in the community, (3) attending local government meetings, (4) having public speaking experience, and (5) running an organization, business, or foundation. In addition, there were no statistically significant differences between the responses between male and female PLEOs as to what qualities were desirable for an elected official.

Using the same list of abilities and experiences, PLEOs were asked to indicate whether or not they felt they had those abilities or experiences. The county board supervisors were asked to reflect back on when they originally ran for office and consider whether or not they had those abilities or experiences at that time. Among the sixteen items, there were few differences among the collective responses of the PLEOs and those of the current supervisors. There were no significant differences between the responses between male and female PLEOs except that more male PLEOs had experience solic-
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Feature Article

Why Don’t Women Run?
From page 9

iting funds for an organization, interest or cause than their female counterparts.

This data indicates that both male and female PLEOs should consider themselves equally qualified to run for office based on their definition of a qualified candidate. Yet, a statistically significant difference exists between men’s and women’s perception of how well qualified they are to serve in a local elected office. When the PLEOs were asked how qualified they thought they were to serve in local elected office, 71 percent of the male PLEOs and 60 percent of the female PLEOs said they were either qualified or very qualified.

Encouragement to Run for Office

The most cited reason that supervisors ran for local elected office was because someone asked them to run. Seventy-six percent of county supervisors were asked to run for local elected office and the most influential encouragement came from their friends and other elected officials. Sixty percent of the PLEOs have already been encouraged to run and they felt the most influential encouragement came from their friends. In order to get both men and women to run for office they need to be asked, but the way they are approached and encouraged likely differs between men and women.

Conclusion

This study supports the findings of previous studies looking at women’s political ambition for state and federal offices. The Wisconsin women in our study more commonly identified significant barriers to running for office than did the male respondents. It appears that a combination of systemic barriers and confidence/perception barriers combine to prevent many women from making the decision to run for local elected office.

In addition to systemic barriers, such as time away from family and time away from other activities, many women dis-played a lack of self-confidence in their ability to serve on a local governing body that was not as evident in potential male candidates nor in those already serving on a county board. The elimination of actual systemic barriers—daytime meetings, for example—may open access for some. More likely to contribute to increased numbers of new people running for local office, though, is the elimination of perceived barriers. In some cases potential candidates may have a distorted view of the impact that holding office may have on such things as their personal finances and the amount of time that it will take away from other activities—work, family, and social. Similarly, potential candidates, having seen a steady stream of negative campaigning and political activity and gridlock at the national level for the past several decades, may associate local politics with a similar level of rancor, negativism, and inability to get things done that is likely not the case in their communities.

Previous studies have shown that women who hold elected office are more likely to advocate for issues that affect families and women than are their male counterparts. It is critical that these concerns be raised and that these voices be heard. Community leaders who value diverse voices on their governing bodies may need to take a closer look at their recruitment efforts. While both men and women may need to be asked to run for office, the way in which women are encouraged to run may be different. Recruiting qualified women to run for office may take more than simply letting women know that there is a vacancy for an upcoming election. To get new people to run, even people who are already viewed as having leadership potential, will likely require explicit, targeted efforts. Effectively encouraging more women to run may involve more discussions on the realities of campaigning and serving in local office, as well as the strengths of the potential candidates. Community activists looking to recruit female candidates may need to spend time not only identifying qualified female candidates, but also convincing these candidates that they do, indeed, have the requisite experience, knowledge, and skills to do a good job once elected.

As UW-Extension Community Development Educators Jenny Erickson and Victoria Solomon work with diverse audiences to develop, manage, implement, and evaluate educational outreach initiatives that address local needs. They focus on economic development, strengthening organizations, and leadership development. They can be reached at JErickson@co.sauk.wi.us and victoria.solomon@ces.uwex.edu. Dan Hill is a Local Government Specialist for the UW-Extension’s Local Government Center. The Center provides focus, coordination, and leadership to UW System educational programs supporting local government, and works to expand the research and knowledge base for local government education. He can be reached at dan.hill@uwex.edu.
City and village elected officials and municipal staff, by virtue of their position are seen as leaders and ambassadors of their community.

Every individual is inspired and influenced by different motivators and while we would have liked to ask every woman working in local government to respond to our questions, the Municipality only has so many pages! Instead we contacted a sampling of women in government and asked them to answer two of five questions. Thanks to all of them.

As you read about what motivated these women leaders, think about how you would have answered the questions, choose one or two to respond to and send your answers in an email to league@lwm-info.org with the subject line “Me in Government.” We will feature each one of you in a website article and in the League’s social media.

1. Why did you choose a career in government?

2. What advice would you give your younger self?

3. Is there someone or something that made a difference in your career that others could learn from?

4. What opportunities do you see for women in government?

5. Tell us about one or two accomplishments that you are especially proud of in your career.

Alison Byrne — Alderwoman for the Sixth District of the City of Wauwatosa; League Lobby Team; Community Development Authority Comm. Member: blight elimination, slum clearance, urban renewal programs and projects, and housing projects through allocation federal community development block grants. Governmental Affairs Comm. Member: Employee relations, communications, government affairs, governance, strategic planning, legislative affairs and council administration. Comm. Affairs Member: Licenses, development, safety and quality of life issues, and marketing.

**Why did you choose a career in politics?**

My vocational goals were never politics. While working on a Masters in Education I wrote a Department of Transportation grant for the city of Wauwatosa along with a pediatrician and an alderman. A seat was opening in our district and he suggested I run. I said no but eventually capitulated after looking into the composition of the city council of Wauwatosa. We have a very large council of sixteen, only three of whom are women. While gender is not the only area where varied perspective would be a benefit to Wauwatosa, and many municipalities in Wisconsin, it was an area where I could personally make a difference.

Like all people who seek public office, I believe my constituents will benefit by the votes I make while humbly serving in their interest. An additional motivator for me is the fact that I bring an underrepresented voice, that of citizen, mother, teacher, and care giver, to the composition of city council. This does not make me more qualified than the many attorneys on council, but it certainly does not make me less so.

**What advice would you give to your younger self?**

Find a mentor not afraid to tell you when you are wrong. Accept you will make mistakes, forgive yourself and move on.

Constructive criticism is limited as a public official. We often hear why a constituent is displeased with a vote, or even with a project beyond our control; however constituent feedback may not take into account competing government priorities. And while we personally have the benefit of understanding the city at large, self-assessing the effectiveness of our very isolating
Leaders in City and Village Government

position as an elected official is difficult. Having a trusted advisor who can share honest feedback is a tremendous asset.

Leaving a meeting where we wished we phrased something differently, or brought more of a polished voice into the room, is not unique to our profession. However, working as a public official means all your time on the job is open for civic comment. Finding a trusted mentor, ideally one who understands the complicated dynamics at play for the municipality as a whole, to offer you sincere assessment and feedback is crucial for professional growth.

Deborah Hoffmann — City Attorney/Director of HR, City of Fond du Lac

This position provides legal counsel to the City Council, City Staff, other City Boards and Commissions. I represent the City in litigation, municipal prosecutions, negotiations and administrative proceedings. I administer our compensation and benefit plans, supervise recruitments, performance evaluations and discipline and discharge.

Why did you choose a career in government?

I was idealistic when I was younger. I hoped to help people and strengthen our government by working from within the system. I find inspiration in the starfish story (Loren Eiseley), about the little child throwing starfish back into the sea after a storm washed thousands of starfish onto the shore. You may not be able to help all of them, but for each one you are able to throw back into the ocean, you’ve made a difference.

What opportunities do you see for women in government?

Local government is in the midst of reorganizing. All levels of government need to reach out to each other and work together to avoid duplication of services, to make the best use of scarce resources and make sure great service is being provided to our constituents. Women are known for empathy, communication and caring for others. These skills will be of great use when blending two communities or school districts or fire departments into one to reduce costs and duplication, while respecting the traditions and standards of each.

Barbara Dickmann — Village President, Village of Saukville; League Past-President, League Lobby Team Member.

I am Saukville's chief elected official. The Village Board has six other elected members. We all serve two-year terms. I have held my position since 2004. I am responsible for Chairing the Finance Committee, Village Board, Plan Commission, CDA/IRC and am involved in the annual budget process for the Village. Saukville is served by a variety of committees that set policies. It is my responsibility to appoint those who serve. Saukville’s population is 4,465. We are a bedroom community to Milwaukee and Sheboygan because of access to HWY 43. However, we have a very active retail district and a very healthy business park.

Why did you choose a career in government?

My first full-time job was for a local bank and it was there that I learned all of the intricacies of money. Large numbers were commonplace. This work prepared me for the financial part of my Village Presidency and how to use money

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wisely and frugally. My full-time job for the last 30 years of my career was as Office Manager to the Founder of the Manpower Group. In this position I learned the value of business communication, ethical business practices, the ability to communicate with members of the business community in all walks of life and from around the world. This job again prepared me to take on a leadership position in government. I was first appointed to Saukville's Library Board. A few years later, I ran for Village Board and was elected. That was in 1999. In 2003 I ran for Village President, was elected, and have served in that role since then.

Tell us about one or two accomplishments that you are especially proud of in your career.

Since I became Village President, our team has been able to improve Saukville's Moody's Bond Rating; construct an efficient and functional Police Department building; create a thriving retail center east of the freeway; add businesses to our very active business park; combine and share services with surrounding communities; use non-lapsing reserve funds for various department purchases; are in the process of creating a master Financial Plan for Saukville; annually review and make necessary changes to staffing to improve efficiency and service delivery.

Abby Bernhagen, Engineer, MSA Professional Services, working as a municipal engineer out of the MSA Marshfield office

I am experienced in designing municipal systems and performing construction administration and construction observation services.

What advice would you give your younger self?

If I could give my younger self advice, it would be “don’t be afraid to pursue your passion.” I feel very fortunate to have chosen a career in engineering, even though it is still a male-dominated field. I have always enjoyed math and science, and I did well with those subjects. Even so, there were times in my high school and college careers when I questioned if I was following the right path for me. Despite my doubts, I’m very pleased that I persevered and stuck with this career. It’s been very rewarding to work with municipalities to help them achieve their goals. Together we have improved the quality of life for residents by constructing new wells, replacing water and sewer systems and rehabilitating wastewater treatment plants and lift stations, to name a few of the projects that have been done to meet communities’ needs. Pursuing something you’re passionate about adds real purpose to your life and if you have that passion, it’s a lot harder to fail. And as an added bonus, the goal you’re trying to achieve may turn out to be even more rewarding than what you first expected.

Tell us about one or two accomplishments that you are especially proud of in your career.

I am proud to have chosen to work for a company right out of college that enables me to positively impact the lives of others. Through my experiences as a new engineer at MSA Professional Services, I’ve helped communities improve their utilities’ infrastructure from start to finish, beginning with design and seeing projects through construction. I’ve also become more involved in City of Marshfield community events, participating as a volunteer at June Dairy Days and as a fundraiser “jailbird” for the Muscular Dystrophy Association “lock-up,” among other events. These opportunities have allowed me to grow personally and professionally and for that, I’m very thankful.

Scottie Ard, Alderman
District 2, The City Beautiful – New Richmond, League Lobby Team; Board of Ethics, Public Safety, Board of Review, Community Development Authority, Emergency Government Committee, Historic Preservation Commission, Housing Authority, Library Board, St. Croix County Ad Hoc Health Center Construction Committee, State Steering Committee 50th Commemoration Vietnam War, Library of Congress Veterans History Project

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Why did you choose a career in government?

Government service offers the greatest opportunity to utilize my skills, knowledge and experience for the betterment of my community, state and country. I have the honor of speaking for the individuals who elected me and placed their faith and trust in me.

What advice would you give your younger self?

If you’ve hit a brick wall, dismantle it and use the bricks to build the road to your goal.

The challenges you face, the individuals and issues you defend will cause the world to be better and you will be stronger in character and knowledge for the experience.

Is there someone or something that made a difference in your career that others could learn from?

“Never be afraid to fight for your rights and the rights of others; knowledge is the greatest power and God and your family will always have your back.” This mantra was represented by the fearless women in my family; Ellen Scott, Peg McDermott and Esther Wentz. These amazing women triumphed against employment, religious, cultural, economic and educational barriers and in so doing changed the course of life for themselves and others.

Kate Lynn Schmitt, Deputy Treasurer/Administrative Services Coordinator, Village of Richfield, League Lobby Team.

As the Administrative Services Coordinator I serve as the main point of contact for staff regarding IT issues, scheduling and organization coordination with volunteer groups in the Village of Richfield. As Deputy Treasurer I assist in the management of the fiduciary responsibilities at Village Hall including payroll, maintenance of financial records, and tax collection.

What opportunities do you see for women in government?

Public service holds a promising future for anyone willing to work hard and dedicate themselves to their profession. The landscape of local government is changing every day. Department heads, managers, and municipal officials are moving closer to retirement preparations while eager assistants, clerks and administrators poise ready to step in. The emerging workforce is now comprised of more females than ever before, and those females are stepping into positions in local government as not only municipal managers but also as DPW supervisors, planners, and community services directors to name a few. Women looking to get into government should not limit themselves to previously designated female positions. If you are excited about any area of government go for it and pursue those avenues because the jobs will be there for those enthusiastic about a career in local government.

Tell us about one or two accomplishments that you are especially proud of in your career.

Whenever starting a new job I seek to accomplish two things. One, increase my knowledge and experiences in the profession. And two, contribute to the organization in some profound way. Finding ways to align these goals is extremely important for me to feel successful within any organization. Since working for the Village of Richfield I have helped to develop the Capital Improvement Plan and achieve the Governmental Finance Officers Association’s Distinguished Budget Presentation Award. Working for the Village of Richfield I have learned that nothing can be accomplished on your own. It takes a great team to develop and implement usable policies, procedures and documents that will improve the organization’s effectiveness in serving the community. I consider the knowledge I have gained in Richfield to be fundamental to the foundation of my career.
Election Law Changes Impacting You & Your Municipality

By Michael Haas, Elections Division Administrator, Wisconsin Government Accountability Board

Four regular statewide elections will be held in 2016 — the Spring Primary on February 16th, the Spring Election on April 5th, the Partisan Primary on August 9th, and the General Election on November 4th. The Presidential Primary in April and the Presidential Election in November are expected to generate increased voter turnout.

This article summarizes recent developments related to election administration and campaign finance laws which will be in effect for the first time in 2016.

Voter Photo ID Requirement

In 2011, Wisconsin first enacted a requirement for most voters to display a photo identification card prior to receiving a ballot. After several court cases which ultimately reached the U.S. Supreme Court, the photo ID requirement has been in effect on a permanent basis since the spring of 2015. This year will bring the first statewide elections implementing the requirement. Wisconsin residents are encouraged to obtain an acceptable form of photo identification well in advance of scheduled elections.

In most cases voters will be able to use their Wisconsin driver license or DMV-issued ID card, even if it has expired after November 4, 2014. Several other forms of photo ID can be used, including a military ID, passport, tribal ID, or student ID from a Wisconsin university or college if it is accompanied by proof that the student is currently enrolled. Further information can be obtained from the Bring It to the Ballot website (http://bringit.wi.gov/).

Other Election Changes

Some of the other election law changes which will affect local clerks, candidates and voters, include the following.

The fee structure for recounts has been simplified. A candidate requesting a recount is not charged if the margin of victory is less than 10 votes when 4,000 or fewer votes are cast, or not more than 0.25 percent of the total votes cast for the office if more than 4,000 votes are cast. In all other cases the candidate is charged the entire cost of the recount. 2015 Act 36.

Write-in candidates must now file a registration statement with the local filing officer no later than noon on the Friday before the election to be considered a registered write-in candidate. 2015 Act 37.

Also, the time period for holding a town or village caucus is now between January 2 and January 21. 2015 Act 79.

Campaign Finance Rules

Significant changes to Wisconsin’s campaign finance rules went into effect on January 1, 2016 as a result of 2015 Act 117. Local candidates must continue to register their committees with their local filing officer, but the threshold for exempt committees has increased. Previously, candidates could claim exempt status and would not have to file campaign finance reports if the committee did not raise or spend more than $1,000 in a calendar year. Under the new law, a candidate com-

Michael Haas is the Elections Division Administrator for the Wisconsin Government Accountability Board and previously served as Staff Counsel at the agency. He manages a staff which administers and enforces Wisconsin laws related to elections and voting. He also serves as Wisconsin’s state representative to the U.S. Elections Assistance Commission Standards Board and is a member of the Executive Board of the National Association of State Election Directors. Prior to joining the G.A.B. in 2008, Mike was a partner in the Rock County law firm of Roethe Krohn Pope, where his practice focused on municipal law as well as general practice matters. He can be reached at michael.haas@wi.gov.

Election Law Changes
Continued on page 18
mittee may claim exemption if it does not collect or spend more than $2,000 in a calendar year.

Campaign contribution limits have increased, generally doubling previous limits. For individuals and political action committees contributing to local candidates, the contribution limit is calculated as 2 cents times the population of the district in which the candidate is running, with a minimum contribution limit of $500 and a maximum limit of $6,000. The campaign finance reporting periods are generally the same but the January and July continuing reports are now due on the 15th of those months rather than the 31st.

Candidates no longer need to provide employer name and address information for contributions over $100, but must report the occupation of an individual who contributes more than $200 in a calendar year. An elected official is now allowed, but not required, to form a second committee to pursue another office.

**STATE AGENCY RESTRUCTURING**

Beginning June 30, 2016, the Government Accountability Board (G.A.B.) will be replaced and its responsibilities assigned to two new agencies, the Elections Commission and the Ethics Commission. The Elections Commission will administer and enforce election administration laws, and the Ethics Commission will administer and enforce campaign finance and lobbying laws, as well as the ethics code for public officials.

The G.A.B. is working with other state officials to develop and manage the many details of a transition plan. Members of the two new commissions will be appointed on a partisan basis by legislative leaders and the Governor, and commission members will select the agency leadership. Apart from the new leadership structure, the Elections and Ethics Commissions will continue to operate with the same staff as the current G.A.B., and with the same mission — to serve local clerks, public officials, candidates, lobbyists, and voters in a fair and impartial manner.

Additional information about legislation regarding these issues can be found at http://www.gab.wi.gov or by contacting G.A.B. staff.
Frequently Asked Questions

1. May the same person run for more than one municipal office at the same election? For example, may a person run for the office of village president and village trustee in the same election?

Yes. The same person may run for more than one local nonpartisan office at the same election. However, if a person is elected to both offices, the law of compatibility prohibits holding two incompatible offices.

Wis. Stat. section 8.03(2m) provides: “A candidate may appear on the ballot for more than one local nonpartisan office at the same election.” See also In re Appeal of Board of Canvassers of City of Bayfield, 147 Wis.2d 467, 433 N.W.2d 266 (Ct. App. 1988), in which the court upheld the validity of ballots on which the same person received votes for mayor and alderperson. The court, however, noted that the law allows a person to hold only one of two incompatible offices, and that when a second incompatible office is taken, the first is vacated. Thus, for example, although the same person may run for village trustee and president, that person may hold only one of those offices. Presumably a person winning both seats would choose to be sworn in as village president, which would mean that the trustee’s office would be vacant. In such cases, the village board would fill the village trustee vacancy pursuant to Wis. Stat. sec. 17.24.

2. Is a single felony conviction sufficient to bar a person from holding an elected office?

Yes. Article XIII, sec. 3 of the Wisconsin Constitution was amended in November 1996 to prohibit a person from holding public office or from appearing on a ballot for a state or local office if the person has been convicted of a misdemeanor involving a violation of public trust or a felony, and the person has not obtained a pardon for the conviction. Before amendment, this provision declared a person ineligible for any office of trust, profit or honor in Wisconsin if the person was convicted of an “infamous” crime or was a “defaulter” to the United States or Wisconsin or any Wisconsin county or town, or to any state or territory within the United States. In a 1922 case, the Wisconsin Supreme Court interpreted the “infamous crime” language to mean a felony, but the Court later disavowed a court of appeals decision holding that all felonies are infamous crimes. See Becker v. Green County, 176 Wis. 120, 124, 184 N.W. 715 (1921) and Law Enforcement Standards Bd. v. Lyndon Station, 101 Wis.2d 472, 497, 305 N.W.2d 89, 101 (1981). The constitutional amendment was intended to remove any uncertainty regarding felonies.

3. By when must a candidate for an elective village or city office be a resident of the municipality or district from which elected in order to be eligible for office?

In order to be eligible for an elective village office a person must reside in the village for at least 28 consecutive days before the election. Wis. Stat. secs. 61.19 and 6.02(1). This means that as a candidate for the office of village trustee or other village office even if that person is not a resident elector of the village, since there is no residency requirement for merely filing nomination papers under Wis. Stat. sec. 8.10, Stats. Likewise, there is no requirement that a person nominated by a village caucus under Wis. Stat. sec. 8.05 be a resident elector of the village.

Similarly, in order to be eligible for an elective city office a person must be a resident elector of the city and, if the office is alderperson, a resident of the aldermanic district, at least 28 days before the election. Wis. Stat. secs. 62.09(2)(a) and 6.02(1). Thus, a person may file nomination papers as a candidate for the office of alderperson even if that person does not currently reside in the aldermanic district which he or she seeks to represent as long as he or she will be a resident of the district within 28 days of the election date.

Note that city and village law differs from county law on this issue. Under Wis. Stat. sec. 59.20(1), a person must be a resident elector of the county in order to be able to file nomination papers as a candidate for county elective office.

4. What procedures, if any, must write-in candidates follow?

There are virtually no procedures or rules which specifically relate to write-in candidates for local office. Although the lack of specific pro-
The updated Municipal Licensing and Regulation of Alcohol Beverages manual is one of the most popular of the League handbooks. It is used by clerks, attorneys and municipal officials throughout the state. Make sure your library is complete and up-to-date.
FAQs
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cedures and requirements relating to write-in candidates may seem puzzling at first glance, it makes sense when you consider that write-in candidates are considered candidates under state law and thus are subject to whatever requirements pertain to candidates in general.

Section 11.01(1) of the Wisconsin statutes defines “candidate” to mean “every person for whom it is contemplated or desired that votes be cast at any election held within this state whether or not the person is elected or nominated, and who either tacitly or expressly consents to be so considered.” Thus, write-in candidates, like other candidates, are required to comply with sections 11.05(2g) and (12) of the Wisconsin statutes which require that every candidate file a campaign registration statement (Form EB-1) no later than the time that he or she becomes a candidate as defined in sec. 11.01(2) of the Wisconsin statutes. If candidates have been certified to appear on the ballot, write-in votes may only be counted for candidates who file registration statements by noon on the Friday preceding the election. Stat. 7.50(2)(em).

5. Does state law ban all political activity within 100 feet of a polling place?

No. State law only bans “electioneering” on public property within 100 feet of the entrance to a building containing a polling place or within 100 feet of an entrance to or within a nursing home or qualified retirement home or community-based residential facility while special voting deputies are present at the home or facility. Wis. Stat. secs. 12.03(b)1-3.

Electioneering is defined as “any activity which is intended to influence voting at an election.” Wis. Stat. sec. 12.03(4). Thus, political activity on public property that is not intended to influence voting behavior at an election is not electioneering and is not subject to the 100 foot limits for polling places or special deputy voting activities. But, election inspectors are empowered to restrict or prohibit non-electioneering activity at or near a polling place, if the activity interferes with or distracts election officials or voters, interrupts voting activities or constitutes disorderly behavior. Wis. Stat. secs. 5.35(5) and 7.37(2).

6. When may or must a municipality conduct a primary election?

Villages. In general, candidates for elected village offices are nominated by village caucus. Wis. Stat. sec. 8.05. However, a majority of the village board may, by ordinance, resolution or bylaw, adopted no later than December 1 preceding the election, determine that candidates for elected village offices to be filled at the next succeeding election shall be nominated by a nonpartisan primary. Secs. 8.05(4)(a) and 8.11(1)(a). When the nonpartisan primary is provided, nomination papers are used. A village adopting the nonpartisan primary to nominate candidates may hold a primary only when the number of candidates for an elective village office exceeds twice the number to be elected to the office. Sec. 8.05(5), Stats. If the nomination paper-primary system is used, no additional candidates may be nominated by caucus. Sec. 8.05(4)(d).

A village board may permanently adopt the nomination paper-primary system of nominating candidates for village offices by enacting a charter ordinance which provides that whenever three or more candidates file nomination papers for a village office, a primary to nominate candidates for the office shall be held. Secs. 8.05(4)(a) and 8.11(1)(b).

Cities. A majority of all the members of a common council may, by ordinance, resolution or bylaw adopted no later than three days after the deadline for filing nomination papers, determine to hold a primary for the nomination of candidates for any city office. Sec. 8.11(1)(a).

In addition, electors may petition a city to hold a primary. Whenever electors, equal to at least 10 percent of the vote for governor in the city at the last general election, file a petition with the city clerk requesting a primary within three days after the deadline for filing nomination papers, there shall be a primary for any specific election. Sec. 8.11(1)(c).

A primary may be held under either paragraph 8.11(1)(a) or (c) only if the number of candidates for any city office exceeds twice the number to be elected to the office. Sec. 8.11(1)(d).

A common council may avoid the need to annually determine to hold a primary by enacting a charter ordinance providing for a primary whenever three or more candidates file nomination papers for a city office. Sec. 8.11(1)(b).
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Oftentimes, historical reviews of milestone ventures are offered years after the event has occurred. The story of the Municipal Property Insurance Company (MPIC) is an exception to that rule.

Our story, the MPIC story, began just a year ago, in early 2015 when Governor Walker proposed the Wisconsin State Budget. Included in the budget was a provision to eliminate the Local Government Property Insurance Fund (LGPIF).

For decades the LGPIF provided a comprehensive and economical property insurance solution for local units of government. In recent years however, the LGPIF has run into financial difficulties, largely due to the coalescing of several dire circumstances; severe loss experience, the declaration of a $10,000,000 policyholder dividend, and structural rate and property valuation deficiencies.

With the potential demise of the LGPIF on the radar, calls from local governments across the state started to ring out for a replacement. Administrators at the League of Wisconsin Municipalities Mutual Insurance (LWMMI), Cities and Village Mutual Insurance Company (CVMIC) and Wisconsin Municipal Mutual Insurance Company (WMMIC) all fielded similar calls from their insureds, asking for help.

Upon review, each entity determined that the best solution wasn’t to provide property insurance as an additional coverage through their already successful liability and worker’s compensation programs, but instead to work together. This led to the capitalization and formation of MPIC.

MPIC was designed by the leadership of LWMMI, CVMIC and WMMIC to specifically address the unique property insurance needs of Wisconsin local governments. With each entity contributing $3,000,000 cash to start operations, the Office of the Commissioner of Insurance granted MPIC a Certificate of Authority on July 29th, 2015. Shortly thereafter, MPIC finalized its reinsurance treaties and administrative setup.

Blair Rogacki, Municipal Property Insurance Company CEO

BLAIR ROGACKI

CEO

Municipal Property Insurance Company

Several years ago, when Governor Walker proposed the Wisconsin State Budget, a provision was included to eliminate the Local Government Property Insurance Fund (LGPIF). This move came as a shock to local governments, who had relied on LGPIF for comprehensive and economical property insurance.

For decades, the LGPIF had provided a property insurance solution that was both comprehensive and economical. However, recent years have seen the LGPIF run into financial difficulties. This was largely due to severe loss experience, the declaration of a $10,000,000 policyholder dividend, and structural rate and property valuation deficiencies.

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Blair Rogacki is the CEO for the Municipal Property Insurance Company (MPIC). As CEO, Mr. Rogacki is responsible for the oversight and management of all facets of underwriting, claims and insured services. Mr. Rogacki has over 22 years of commercial insurance experience, including 15 years working with municipal mutual insurance companies. In addition to his degree in Political Science, he has earned the CPCU (Charted Property and Casualty Underwriter) designation. He can be reached at brogacki@mpicwi.com.
contracts, to begin offering premium quotations.

On September 1, 2015 MPIC officially entered the insurance marketplace, writing its first policy for the City of New London. This would prove to be the beginning of something very big. By the end of November, just 60 days later, MPIC had written 165 policies with almost $5,000,000 in premium.

During the first month of full operations, the MPIC Board of Directors worked very closely with the administrative contractors to ensure that things ran smoothly until they were able to hire a CEO. I started as the new MPIC CEO on October 1, 2015.

My insurance background is primarily founded in working with mutual insurance companies and Wisconsin public entities including counties, cities, villages, towns and schools. My primary experience is with product and program design, reinsurance and underwriting. I believe these strengths provide MPIC a leadership foundation to build from while it grows from a start-up company to a premier property insurance solution.

MPIC is the result of a shared vision and combined efforts of individuals and insurance companies that truly understand and care about the unique insurance needs of Wisconsin municipal governments. There is truly something historic happening with the development and success of MPIC. I encourage everyone with questions or concerns about your property insurance to reach out to your LWMMI agent, ask about MPIC, and learn how we can help you.
1,000 Ideas for YPWeek 2016

Gail Sumi, Member Engagement and Communications Director, League

It’s a chilly November day, but the meeting room at the Milwaukee Art Museum is filled with young professionals as well as with the energy and the 1,000 ideas they bring to planning YPWeek 2016.

In previous years YPWeek events have included a kickball game held on the field of the local minor league baseball stadium, a “rise and grind” workout session along a riverwalk, a session on buying a home, a behind the scenes tour of an historic downtown building, food truck rallies, a “naked ballet” pop-up performance and a luncheon panel in an abandoned space catered by a non-traditional caterer.

To quote NEWaukee, the social architecture firm that hosted the YPSummit, YPWeek aka young professional’s week is “a weeklong platform for discovery, adventure and meaningful conversations about the issues that matter among young professionals in Wisconsin. YPWeek brings together key leaders in the community, at purposefully chosen locations that integrate the unique cultural assets with meaningful learning or social interaction. The activities engage the millennial workforce in experiences that are important to a YP while educating employers on the role these functions play in retaining YPs as their workforce.” The Wisconsin Economic Development Corporation sponsored both YPWeek 2015 and the YPSummit, which aimed to unite YP organizations across the state of Wisconsin.

YPWeek
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YP Week
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For communities, this means that the young people they are trying so hard to attract and retain may find a connection to their community that will help them lay down roots and call your city home. For employers, this means that your young professional employees will be more likely to stay in the community and you are likely to keep your best and brightest. And for the young professional it is both fun and a chance to get to know your community, connect to current and future leaders, as well as get to know people outside of your own profession.

YPWeek started in Milwaukee in 2012 with 21 events and 1,000 participants. 2015 was the first year that events went statewide; approximately 10,000 participants in 8 cities participated in 100 experiences. It’s an initiative that has drawn attention from almost every state as well as internationally.

2016 promises to be just as innovative. Young professionals from all over Wisconsin gathered for the Planning YPSummit — from Door County to Racine to La Crosse. Most were there as part of their job; representing local Chambers of Commerce or the UW-Extension as well as a United Way or a Business Improvement District. Other young professionals took the day off and attended as volunteers. They brainstormed ideas with each other and were inspired when Governor Scott Walker stopped by and spoke about the importance of young professionals to the future of Wisconsin.

YPWeek 2016 is planned for April 23-30, 2016. You can participate and support the YPWeek near you by visiting www.ypweek.com.
Five Things You Can Do to Help Your Community Survive & Thrive

By Duane Ford, Retired President of the Southwest Wisconsin Technical College

Comments made as the elected chair of Platteville Public Schools’ annual meeting August 24, 2015.

This summer my oldest brother and I both retired; he after 30 years in farming and me after 30 years in higher education.

We made comfortable livings. We raised families. He ran a successful business. I contributed to the public good. We individually deem our careers successful.

But if you consider our careers from the vantage point of the hometown we grew up in — the hometown that invested time and money in our upbringing and education — the calculus changes. Which brother’s career provided the biggest return on our hometown's investment?

I went to college and later found a career outside my hometown. I have returned nothing to the community I grew up in. The taxpayers, teachers, counselors, friends, and neighbors who contributed to my upbringing and education have realized a zero return on their investment.

My brother went to college and later returned to farm. He ran a business, raised a family, served on the school and village boards, donated time and money, and otherwise made significant contributions to the community’s welfare. The return on investment in my brother’s upbringing and education has been huge.

One of the biggest challenges for rural communities is the out-migration of our children. Do communities and citizens do enough to promote work, entreprenurship, and career opportunities in our own hometowns? How often do we say or imply that the lights are brighter or the grass is greener somewhere else? How many of us know the job, entrepreneurial, and career opportunities available in our hometown and how

Five Things
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often do we speak of these opportunities to young people?

Not long ago local leaders asked Richland County citizens to identify their community’s biggest challenges. The out-migration of talented young people was identified. Citizens blamed the loss on a lack of good jobs in Richland County. The same leaders asked local employers why there were no jobs, only to find out there are many jobs available in Richland County. Indeed, employers complained they cannot find enough talented applicants.

If small rural communities are to survive and thrive, I believe many things, but at least the following five, need to be accomplished.

First, we need to know what job, entrepreneurial, and career opportunities exist in our hometowns. And by “we” I mean all citizens, but particularly parents; teachers and professors; guidance counselors and advisers; school, college, and university administrators; friends and neighbors. Local business professionals and others “in the know” need to educate their fellow citizens about the available opportunities.

Second, we need to talk early and often to young people about the education, job, entrepreneurial, and career opportunities in our hometowns. Of course, they won’t all pursue those opportunities, but don’t we owe it to our communities, to ourselves, and to our children to at least make them aware of the local possibilities? That’s what’s happening now in Richland County.

Third, we need to make certain that local schools, colleges, and universities that receive taxpayer funding invest in and offer robust programming tied to local workforce, entrepreneurial, and career opportunities. They also should develop accountability measures and periodically report how well they are serving their community’s workforce and entrepreneurial needs. This is a bit tricky because...
UW–Platteville serves communities across the entire state, Southwest Wisconsin Technical College serves communities in a five-county region, and Platteville Public Schools serves a very local district.

Nevertheless, we taxpayers invest heavily in the education and training of our children and we deserve to know what return our community is receiving on that investment.

Fourth, we need to realize that the local retention of young people is not and cannot be the sole responsibility of schools, colleges, and universities. Parents, family members, employers, and all community members need to be part of the solution.

Fifth, we must stop or at least question explicit or implied judgments about the value of different kinds of work or where the “grass might be greener.” Three cheers for engineers who design bridges and the universities which train them, but let’s also give three cheers for the concrete and steel workers who build those bridges as well as for the schools and colleges which train them. Three cheers for the kid who goes off to a “big name” university and then works in some suburb, but let’s also give three cheers for the kid who sooner or later finds work and a career in his or her hometown.

If our rural communities are to survive and thrive, we need young people to replace those of us who are no longer in the workforce or no longer creating wealth and jobs through entrepreneurship. Our best bet is to do what we can to promote opportunities to train local, work local, and contribute local. Our hometowns need more people like my brother and fewer like me.

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**2016 League of Wisconsin Municipalities Calendar**

**Building Inspectors**  
April 20–22  
Lake Lawn Resort, Delavan  
(800) 338-5253

**Assessors Institute**  
Sept. 13-16  
Wilderness Resort, Wisconsin Dells  
(800) 867-9453

**Attorneys Institute**  
June 15-17  
Stone Harbor, Sturgeon Bay  
(920) 746-0700

**Plumbing Inspectors**  
Sept. 21-23  
Holiday Inn Riverwalk, Neenah  
(920) 725-8441

**Clerks, Treasurers, Fin. Officers Institute**  
June 22-24  
Heidel House, Green Lake  
(800) 444-2812

**Annual Conference**  
Oct 19-21  
Holiday Inn, Stevens Point  
(715) 344-0200

**Chief Executives Workshop**  
Aug 24-26  
Lake Lawn Resort, Delavan  
(800) 338-5253

**Police and Fire Commission Workshop**  
TBA
Changes to FLSA Overtime Laws Now Predicted For Late 2016

by Claire Silverman, Legal Counsel, League

Last July, the United States Department of Labor (DOL or Department) proposed updating the Fair Labor Standards Act (FLSA) regulations governing the application of minimum wage and overtime pay requirements to executive, administrative, and professional employees (commonly referred to as the "white collar" worker exemptions).

These regulations were last updated in 2004. Experts originally predicted the new rules might take effect as early as January 2016. Following a public comment period which generated almost 250,000 comments, new predictions anticipate any new regulations won't take effect until late 2016 which gives employers additional time to prepare for the changes.

General Background

Unless exempt, employees covered by the FLSA must receive overtime pay for all hours worked over 40 in a workweek at a rate not less than one and one-half times their regular rates of pay. The FLSA's white collar exemptions exclude certain executive, administrative and professional employees from federal minimum wage and overtime requirements. Certain computer professionals and outside sales employees are also excluded from these requirements.

Currently, to qualify for exemption, a white collar employee generally must:

1. be salaried, meaning that they are paid a predetermined and fixed salary that is not subject to reduction because of variations in the quality or quantity of work performed (the "salary basis test;")
2. be paid at least a specific salary threshold, which is currently $455 per week (the equivalent of $23,660 annually for a full-year employee) (the "salary level test;") and
3. primarily perform executive, administrative, or professional duties, as provided in the Department's regulations (the "duties test.")

Certain professionals are not subject to either the salary basis or salary level tests (for example, doctors, teachers, and lawyers).

The Department's proposed rule seeks to update the salary level required for exemption and simplify the identification of nonexempt employees, thus making the executive, administrative and professional employee exemption easier for employers and workers to understand and apply.

Key Provisions of the Proposed Rule

The Department’s proposed rule mainly focuses on updating the salary and compensation levels needed for white collar workers to be exempt and establishing a mechanism for automatically updating the salary level. Specifically, the Department has proposed the following:

1. Increase the current salary level from $455 to $504,080 per year (equivalent to $915 per week).
2. Introduce a mechanism for automatic updating of the salary level.

Continued on page 32
Legal Comment

- set the standard salary level at the 40th percentile of weekly earnings for full-time salaried workers ($921 per week, or $47,892 annually using 2013 data). The Department estimates that if the final rule sets the standard salary level at the 40th percentile of weekly earnings of full-time salaried workers, a 2016 level may be about $970 a week, or $50,440 a year. FAQs on the Department’s website explain that the Department believes that the 40th percentile of weekly earnings for full-time salaried workers represents the most appropriate line of demarcation between exempt and nonexempt employees because this amount “effectively distinguishes between employees who may meet the duties requirements of the white collar exemptions and those who likely do not, without necessitating a return to the more detailed "long" duties test that existed before 2004” and “minimizes the risk that employees legally entitled to overtime will be subject to misclassification based solely on the salaries they receive, without excluding from exemption an unacceptably high number of employees who meet the duties test.”

- increase the total annual compensation requirement needed to exempt highly compensated employees (HCEs) to the annualized value of the 90th percentile of weekly earnings of full-time salaried workers ($122,148 annually); and

- establish a mechanism for automatically updating the salary and compensation levels going forward to ensure that they will continue to provide a useful and effective test for exemption. The Department has proposed two different methodologies for updating the standard salary and HCE total annual compensation levels. One method would keep those levels pegged to the 40th and 90th percentiles of earnings for full-time salaried workers, respectively. The other method would adjust the standard salary and HCE compensation amounts based on changes in inflation, as measured by the Consumer Price Index for all Urban Consumers (CPI-U).
The following are legal captions. All legal articles are published in full on the League's website at www.lwm-info.org. Copies are also available from the League offices. Please include the subject heading and number when making the request.

**Employees 347**

Summarizes US Department of Labor’s proposed rules to update the Fair Labor Standards Act (FLSA) regulations governing the application of minimum wage and overtime pay requirements to executive, administrative, and professional employees (commonly referred to as the “white collar” worker exemptions). The proposed rule focuses on updating the salary and compensation levels needed for white collar workers to be exempt and establishes a mechanism for automatically updating the salary level. HR experts predict any changes will take effect in late 2016. The complete text of this legal comment is on page 31 of this *Municipality*.

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**Heads Up !**

*League E-Muni Coming to Your Inbox*

Our inaugural “League E-Muni” should have arrived in your email inbox in January. The “E-Muni” is an email newsletter supplement to *the Municipality*. It provides you with additional resources on the magazine’s main theme. If you didn’t receive a copy and would like to be added to the list for future editions, email league@lwm-info.org with the subject line “Add me to the E-Muni List.”

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Welcome —

The League welcomes the following as they begin their service to Wisconsin’s municipalities:

Alderpersons: **Hudson**, Bill Alms; **Marinette**, Wm. Jason Flatt; **Menasha**, Tina Olszewski

Clerks: **Biron**, Anne Arndt; **Verona**, Ellen Clark

Fire Chiefs: **North Prairie**, Phil Buchholtz; **Sun Prairie**, Christopher Garrison

Mayor: **Arcadia**, Robert Reichwein

Public Works Dir.: **Random Lake**, Joe Huiras

Retirement —

The League thanks the following as they conclude their service to Wisconsin’s municipalities:

**Cochrane.** Tom Hansen retired in September after almost 29 years as a trustee. The Village is grateful for his service.

**Fond du Lac.** Hal Wortman retired as the Director of Administration from the City of Fond du Lac in February 2016. He served in that position for over fourteen years. Hal retires with a total of 28 years of service to Wisconsin local governments, having also previously served as the Finance Director at the City of Oconomowoc and the Village of Germantown.

**Random Lake.** Dan Klotz is retired. He was the Director of Public Works for the village for 36 years.

Additions and Changes —

Please send changes, corrections or additions to Mary Malone, mmalone@lwm-info.org, fax (608) 267-0645 or send to the League at 131 West Wilson St., Suite 505, Madison, WI
Women in WI Municipal Government

1 in 8 Mayors and Presidents
Women made up about 12 percent of the mayors and village presidents in 2015.

1 in 4.5 Council and Board Members
Women made up about 23 percent of council and board members in 2015.

50% of the State Legislature
Half of both men and women in the state legislature have come through the ranks of local government.

Statistics from the Wisconsin Women's Council - April 2015; www.womenscouncil.wi.gov
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