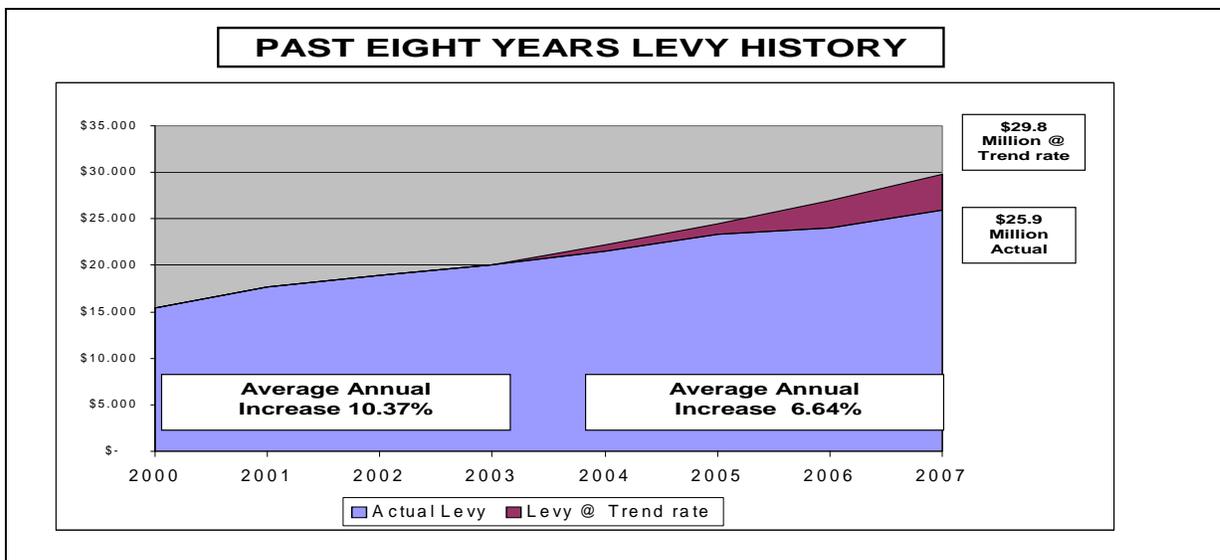


La Crosse County Administrator Contract : 4 year Commitment

Vacancies in Public Administration are increasing due to aging demographics. The County Administrator is marketable and in prime earning years, capable of competing for higher compensation. The current contract does not address step increases or a long-term commitment by either party.

Benefit to La Crosse County: 4 Year Contract offers stability with a known employee and proven results by establishing an incentive to stay for the entire next four years. Retaining the Administrator continues a solid record of achievement. Though always ready to acknowledge teamwork, this Administrator has been the central catalyst for the following:

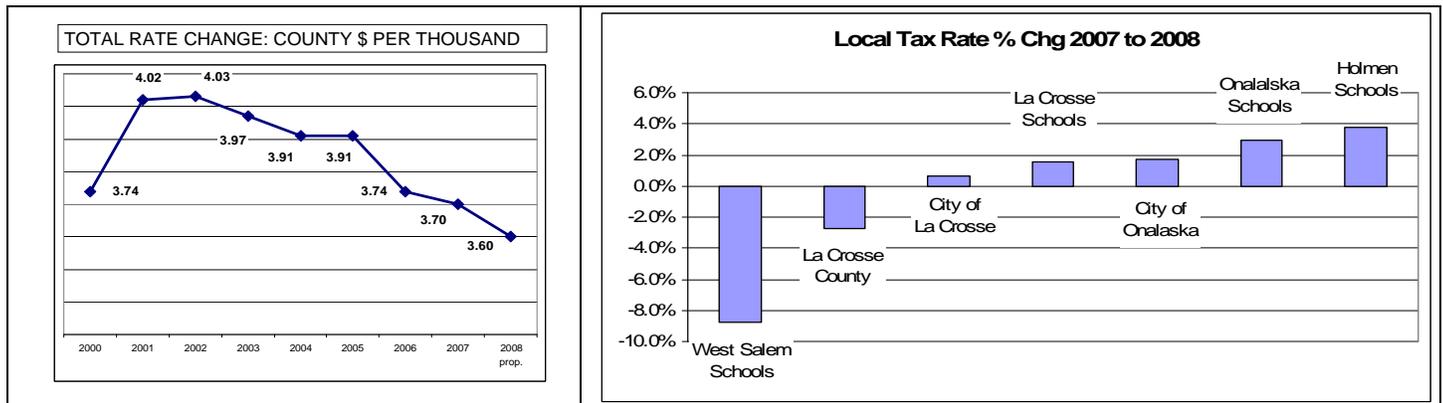
1. **Tax Levy Control** With an Administrator managed budget process over the past four years, tax levy increases have averaged 6.64%. Lower than the 10.37% during the prior four years. The 2007 tax levy is ***\$3.8 million lower*** than it would have been at the previous trend, (\$25.9 vs. \$29.8 million) w/ ***cumulative savings equal to \$8.5 million***. This lower average was necessary due in part to the state imposed levy freeze, but was achieved without major reductions in County services, while addressing most major issues.



Average homeowner saves \$55 / year on a \$100,000 home Savings of \$3.8 million in annual levy means the La Crosse County tax rate is .55 lower (\$3.70 per thousand valuation, instead of \$4.25). That's a \$55 per year savings for the owner of a \$100,000 home, without major cuts in County services.

	<p>Actual 2007 Tax Rate: \$3.70</p> <p>Example: \$100,000 County portion of Property Taxes equal</p> <p>\$370 per year</p>	<p>Projected 2007 Tax Rate: \$4.25</p> <p>Example: \$100,000 County portion of Property Taxes would equal</p> <p>\$425 per year or \$55 more!</p>
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- 2. Unanimous County Board Approval of \$29.5 million LEC / Jail Addition** After many years of study, analysis and debate with no clear unifying solution, the Administrator led the process that brought together a broad consensus on the most stubborn issue confronting the County. This includes managing debt for the ***LEC addition within the .52 debt limit***, permitting the Board to solve this long-standing problem without raising the tax rate. The plan includes improved programs and mental health services, increased coordination of offender assessment and increased use of “*Evidence Based Practices*”. All while striving to protect the public yet holding offenders accountable to changing their behavior.
- 3. 2008 budget continues declining tax rate with the 2nd lowest levy increase in the past 10 years** While addressing most of the major issues confronting the County including the LEC Addition, the 2008 Budget continues the trend of lowering the County tax rate and ***provides the 2nd lowest levy increase in the past 10 years, 3.9% over 2007***. Even though La Crosse County maintains one of the lowest tax rates and per capita levies in the state, the County tax rate will decrease while many other local tax rates rise.



Not shown: Village of Holmen rate dropped 18.7% by imposing a Storm Water Utility fee.

- 4. Tax Savings have not been achieved by accelerating use of one-time money** Improved budget management has not been at the expense of maintaining a strong financial position. Over the past 4 years, La Crosse County has continued to grow a strong base of financial reserves (e.g. General Fund has grown to 56.9% Undesignated Fund Balance) due to conservative fiscal and budget management.

	County General Fund Recent History		
	Total Expenditures	Undesignated Fund Balance	Total Percent
2003	\$ 23,640,863	\$ 11,956,173	50.6%
2004	\$ 24,684,083	\$ 13,355,015	54.1%
2005	\$ 26,113,582	\$ 14,660,350	56.1%
2006	\$ 27,234,019	\$ 15,305,464	56.2%
Net Gain over the period	\$	3,349,291	

- 5. Moody's Upgrade & GFOA certificate independently recognizes Financial Strength and Excellence** In 2006, Moody's rating service upgraded the County bond rating to Aa2, ***only six WI Counties have a higher rating***. This improvement will save an estimated 1/2% on the cost of County borrowing, which means ***a savings of over \$165,000 on the LEC Addition debt issue over 20 years***. And the Finance Department achieved the goal set by the Administrator to receive ***their first ever*** Certificate of Achievement for Excellence in Financial Reporting by the Governmental Financial Officers Association (GFOA) for 2005.

6. **Lakeview Health Care Center Collaboration and multi-faceted plan** By year end 2007, the County will complete formation of the first ever multi-county non-stock corporation in the state for the purpose of operating a long-term care facility, while continuing to implement a multi-faceted revenue plan in order to reduce the tax levy in 2008 and then reduce (or stabilize it) over the next 4 years. The 2008 budget will decrease property tax support for Lakeview by \$149,000 – the first decrease since 2001.
7. **Lakeview Business Park and Master plan** Utilizing the first ever Village / County TIF district in the state, this park has become a major financial success for La Crosse County. We will achieve financial solvency in 2008, while establishing a solid foundation for business and residential development. Since it's inception in late 2003 the park has added 160 jobs and over \$9 million in total tax base. The total master plan should add over \$150 million of commercial and residential tax base, generating over \$500,000 in County property taxes alone, at the current rate, plus Village and school district taxes.
8. **Financial Turnaround of La Crosse County Care Management Organization (CMO)** Early in 2005, a financial shortfall of over \$2.3 million was uncovered in the CMO. At the direction of the Administrator, swift decisive action was taken to implement comprehensive accountability and cost controls, including clear lines of authority and improved reporting to the County Board. Today the CMO is solvent and stronger than ever, without having required County tax levy due to the shortfall.

	La Crosse County Care Management Organization (CMO)			Total Percent
	Total Expenditures	Undesignated Fund Balance	Solvency Reserve	
2003	\$ 31,820,317	\$ 2,148,822	\$ 1,396,772	11.1%
2004	\$ 38,470,249	\$ -	\$ 986,223	2.6%
2005	\$ 40,890,856	\$ -	\$ 454,144	1.1%
2006	\$ 42,879,902	\$ 317,281	\$ 2,380,640	6.3%
ytd 2007	\$ 31,085,417	\$ 2,278,072	\$ 2,568,964	15.6%
Total Balance as of August 2007			\$ 4,847,036	

9. **Substantial Progress on all Major Goals established by the County Board** Comp Plan, Econ. Development, Budget that protects Human Services, Reduce trend in Tax Levy increases, Lakeview Levy situation addressed, Meet Jail challenges, Highway updates & Maintenance adequately planned.

Following are the top additional Administrator Priorities over the next few years

Criminal Justice system enhancement

LEC Addition, Assessment Center, Mental Health issues, Evidence Based programming, measuring effectiveness (recidivism), Delaying need for future phases of LEC expansion as long as possible

Sustainability Initiatives – The Natural Step

Energy Savings, Alternative Technologies and Collaboration; Promoting LEED / Recycling and Reuse / Community strategies; Monitoring Waste-to-Energy environmental impacts

Economic and Community Development

Housing Affordability / Workforce Housing; Alt. Energy & Biomass options; Tax Base solutions to our most difficult community challenges; Coordination with local governments on priorities and business movement

Performance Improvement

Public Sector Performance Measurement; Process Improvement Teams / Lean processes / Six Sigma; Transformative Leadership and Succession planning; Take the lead in Customer Centered Government; Co-sponsor practical workshop training on these issues