

Dane County Contract Cover Sheet

*Res 590
significant*

Dept./Division	Administration <i>Executive</i>
Vendor Name	Carrier Springer
Vendor MUNIS #	
Brief Contract Title/Description	Employee Service Agreement to serve as the Dane County Legislative Lobbyist.
Contract Term	5/2/2019 to 5/2/2022
Total Contract Amount	\$ 95,000 +

Contract # <small>Admin will assign</small>	13624
Addendum	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Type of Contract	
<input checked="" type="checkbox"/>	Dane County Contract
<input type="checkbox"/>	Grant
<input type="checkbox"/>	County Lessee
<input type="checkbox"/>	County Lessor
<input type="checkbox"/>	Intergovernmental
<input type="checkbox"/>	Purchase of Property
<input type="checkbox"/>	Property Sale
<input checked="" type="checkbox"/>	Other

Purchasing Authority	<input type="checkbox"/> \$10,000 or under – Best Judgment (1 quote required)	
	<input type="checkbox"/> Between \$10,000 – \$36,000 (\$0 – \$25,000 Public Works) (3 quotes required)	
	<input type="checkbox"/> Over \$36,000 (\$25,000 Public Works) (Formal RFB/RFP required)	RFB/RFP #
	<input type="checkbox"/> Bid Waiver – \$36,000 or under (\$25,000 or under Public Works)	
	<input type="checkbox"/> Bid Waiver – Over \$36,000 (N/A to Public Works)	
	<input checked="" type="checkbox"/> N/A – Grants, Leases, Intergovernmental, Property Purchase/Sale, Other	

MUNIS Req.	Org Code	Obj Code	Amount	\$
Req #	Org Code	Obj Code	Amount	\$
Year	Org Code	Obj Code	Amount	\$

Resolution	A resolution is required if the contract exceeds \$100,000 (\$40,000 Public Works). A copy of the Resolution must be attached to the contract cover sheet.		
	<input type="checkbox"/> Contract does not exceed \$100,000 (\$40,000 Public Works) – a resolution is not required.		
	<input type="checkbox"/> Contract exceeds \$100,000 (\$40,000 Public Works) – resolution required.		Res # 590
	<input type="checkbox"/> A copy of the Resolution is attached to the contract cover sheet.		Year 2018

Contract Review/Approvals				
Initials	Dept.	Date In	Date Out	Comments
<i>MG</i>	Received by DOA	3/11/19		
<i>AW</i>	Controller		3/11/19	
<i>CE</i>	Purchasing	3/12/2019	3/12/2019	
<i>SC</i>	Corporation Counsel	3/12/19	3/12/19	
<i>SC</i>	Risk Management	3/11/19	3/11/19	
	County Executive			

Dane County Dept. Contact Info		Vendor Contact Info	
Name	Nick Bubb	Name	
Phone #	608-266-8477	Phone #	
Email	bubb.nicholas@countyofdane.com	Email	
Address	City-County Building, Room 425 210 Martin Luther King Jr Blvd Madison, WI 53703	Address	

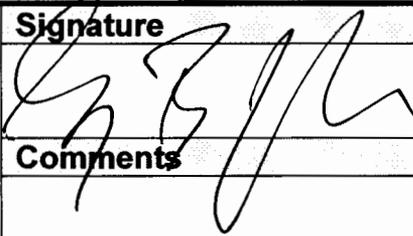
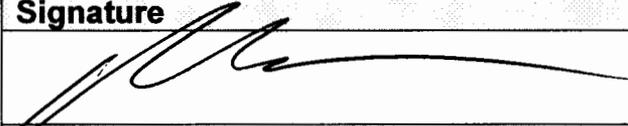
Certification: The attached contract is a:	
<input type="checkbox"/>	Dane County Contract <u>without</u> any modifications.
<input checked="" type="checkbox"/>	Dane County Contract <u>with</u> modifications. The modifications have been reviewed by:
<input checked="" type="checkbox"/>	Non-standard contract.

Contract Cover Sheet Signature

Department Approval of Contract		
Dept. Head / Authorized Designee	Signature	Date
	Printed Name	
	Josh Wescott	

Contracts Exceeding \$100,000

Major Contracts Review – DCO Sect. 25.11(3)

Director of Administration	Signature	Date
		3/28/19
	Comments	
Corporation Counsel	Signature	Date
		3/12/19
	Comments	

COUNTY OF DANE

TERMS OF EMPLOYMENT

THIS EMPLOYMENT AGREEMENT ("Agreement"), made and entered into by and between the County of Dane (hereinafter referred to as "EMPLOYER") and Carrie Springer (hereinafter, "EMPLOYEE"),

WHEREAS, EMPLOYER whose address is 210 Martin Luther King Jr. Blvd., Madison, Wisconsin 53703, desires to obtain the services of EMPLOYEE to serve as EMPLOYER's legislative lobbyist;

WHEREAS, EMPLOYEE, whose current address is 1706 Hidden Hill Dr, Verona, WI 53593, is able and willing to serve as EMPLOYER's legislative lobbyist ;

NOW, THEREFORE, in consideration of the above premises and the mutual covenants of the parties hereinafter set forth, the receipt and sufficiency of which is acknowledged by each party for itself, EMPLOYER and EMPLOYEE do agree as follows:

1. **CONDITIONS OF EMPLOYMENT; GENERAL PROVISIONS.** Employment of EMPLOYEE is subject to the general supervision and shall be conducted pursuant to the orders, advice and direction of the County Executive. Employment is further subject to EMPLOYEE's compliance with and implementation of policies established from time to time by EMPLOYER in the exercise of its lawful authority. EMPLOYEE shall perform such other duties as are customarily performed by one holding the same or similar positions in other governmental organizations or businesses which provide similar services. EMPLOYER reserves to the County Executive the right to require EMPLOYEE to render such other and unrelated services and duties as may be assigned from time to time by the County Executive.
2. **DUTIES OF EMPLOYEE; GENERAL PROVISIONS.** EMPLOYEE agrees to perform lawfully, faithfully, industriously, competently, dutifully and to the best of EMPLOYEE's ability, all of the duties that may be required of EMPLOYEE pursuant to the express or implied terms of this Agreement, to the level of satisfaction that the County Executive may reasonably require.
3. **DUTIES OF EMPLOYEE; JOB DESCRIPTION.** The duties of EMPLOYEE shall include, but not be limited to, those expressly stated or implied in the attached job description for the position, as may be revised from time to time by EMPLOYER as circumstances change, and as set forth in applicable state statutes. This paragraph is further subject to the right of reassignment reserved to the county executive, as set forth in paragraph 1 hereof.
4. **DUTIES OF EMPLOYEE; OFFICIAL ACTS OF COUNTY BOARD.** The duties of EMPLOYEE shall also include, but not be limited to, those expressly stated or implied in the ordinances, resolutions or motions of EMPLOYER's county board or any of its committees acting within the scope of their lawful authority.
5. **DUTIES OF EMPLOYEE; DIRECTIVES OF COUNTY EXECUTIVE.** The duties of EMPLOYEE shall also include but not be limited to those expressly stated or implied in orders, directives, or rules of the County Executive. In the event of a disagreement on policy between the County Executive and the County Board, EMPLOYEE shall follow the directions of the County Board.
6. **TERM OF AGREEMENT.** The term of this Agreement shall commence on 5/2/2019 and expire as of midnight on 5/2/2022 unless earlier terminated under other provisions of this Agreement or by operation of law.

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- 7. **NOT TO ENGAGE IN POLITICAL ACTIVITY.** During the term of this Agreement, EMPLOYEE shall not engage in political activity which impairs the EMPLOYEE's ability to function as lobbyist for the County of Dane. The parties agree that EMPLOYEE's work on the campaign of any person running for state, county or local political office, whether partisan or nonpartisan, would impair EMPLOYEE's ability to function as a lobbyist for the County of Dane.

- 8. **NONRENEWAL OF AGREEMENT.** At its expiration this Agreement shall not be considered renewed unless extended in writing by mutual agreement of the parties. If it is the County Executive's intention not to renew this Agreement, the County Executive will attempt to give EMPLOYEE three (3) months advance written notice of the intent not to renew this Agreement, provided, however, that failure to give such notice shall create no obligation on EMPLOYER to continue EMPLOYEE's employment beyond the expiration date of this Agreement. If a resolution to renew or extend this Agreement has been introduced to the Board, the County Executive may extend EMPLOYEE's employment on a month-to-month basis for a period not to exceed 3 months, pending county board action on the resolution.

- 9. **EMPLOYEE'S RESPONSIBILITIES; ETHICAL CONSIDERATIONS.** EMPLOYEE shall at all times observe and comply with all ethical obligations imposed or required by constitution, statute, ordinance or other provision of law and shall at all times conduct EMPLOYEE's personal affairs in such a manner as to avoid a conflict of interest or appearance of conflict and in accordance with the duties and responsibilities of public officials. During work hours EMPLOYEE shall at all times devote all of EMPLOYEE's time, attention, knowledge and skills solely to the interests of the EMPLOYER, and EMPLOYEE shall never use EMPLOYEE's position or confidential information gained in such work position for EMPLOYEE's personal gain, either directly or indirectly.

- 10. **EMPLOYEE'S RESPONSIBILITIES; CONFIDENTIAL INFORMATION.** EMPLOYEE shall not at any time or in any manner, either during the term of this Agreement or thereafter, either directly or indirectly, disclose or communicate to any person any confidential information gained in the performance of her duties except as otherwise required or compelled by law.

- 11. **EMPLOYEE'S RESPONSIBILITIES; EXCLUSIVE EMPLOYMENT.** EMPLOYEE agrees to remain in the exclusive employ of EMPLOYER throughout the term of this Agreement. The term "exclusive employ" shall not be construed to prohibit occasional teaching, writing or consulting which is performed on EMPLOYEE's time off and which does not affect EMPLOYEE's job performance, subject to prior approval of the County Executive.

- 12. **HOURS OF WORK.** The usual and customary hours of business of EMPLOYER are from 7:45 a.m. to 4:30 p.m., Monday through Friday, however, as a managerial employee, EMPLOYEE shall have as a condition of employment a job to perform and shall work such hours as are necessary to accomplish the tasks assigned to EMPLOYEE. To that end, EMPLOYEE is free to organize EMPLOYEE's work schedule in such a fashion as to accommodate EMPLOYEE's workload. EMPLOYEE shall average, on an annual basis, forty (40) hours of work per week, less allowances for holiday and vacation usage.

- 13. **EVALUATION AND GOALS.** At least annually, the County Executive or his or her designee shall meet with EMPLOYEE to discuss job performance and to define goals and objectives for both EMPLOYEE and EMPLOYER.

- 14. **EMPLOYEE'S DUTIES; LIMITED CONTRACTING AUTHORITY.** EMPLOYEE shall not have the right to make contracts or commitments for or on behalf of EMPLOYER except as expressly authorized in advance by statute, ordinance, or express written consent of EMPLOYER.

- 108 15. **COMPENSATION OF EMPLOYEE; BASE COMPENSATION.** EMPLOYER shall pay
109 EMPLOYEE, and EMPLOYEE shall accept from EMPLOYER in payment for EMPLOYEE's
110 services, direct compensation at a rate equivalent to \$95,000 per year, the same being prorated
111 for any partial calendar year and payable in equal biweekly payments. The base compensation
112 rate during the life of this Agreement shall not be less than that stated in this paragraph except
113 as provided for in paragraph 16.
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- 115 16. **COMPENSATION OF EMPLOYEE; ADJUSTMENTS TO BASE COMPENSATION.** From time
116 to time, and at least annually on the date of the review referenced in paragraph 13, in the exercise
117 of his or her discretion, and subject to adequate funding, the County Executive may grant a merit
118 increase to EMPLOYEE, as a percentage of the EMPLOYEE's base compensation. Merit
119 increases may be revoked or decreased by the County Executive, in his or her discretion. Once
120 granted, and if not revoked or decreased by the County Executive within 12 months of the date
121 granted, any such percentage increase shall have the effect of increasing the base
122 compensation in the succeeding years of the term of this Agreement. During the term of this
123 Agreement, base compensation may be decreased, at the discretion of the County Executive,
124 only upon a determination of poor performance or upon reassignment to another, less
125 responsible position (as determined by the County Executive), provided that such decrease shall
126 not cause the base compensation rate to be less than 80% of the base compensation specified
127 in paragraph 15 above. In addition to discretionary merit increases, EMPLOYEE will receive the
128 same cost of living adjustments that are applied to managerial and professional employees
129 through the term of the Agreement.
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- 131 17. **COMPENSATION OF EMPLOYEE; LONGEVITY PAY.** Notwithstanding any language to the
132 contrary herein, longevity pay provided other managerial and professional employees of
133 EMPLOYER shall not be paid to EMPLOYEE.
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- 135 18. **LONGEVITY CREDITS TO BE AWARDED POST-AGREEMENT.** Notwithstanding any
136 provision herein to the contrary, it is agreed that should EMPLOYEE be offered and accept a
137 civil service appointment at any time during the term of this Agreement or one year thereafter,
138 EMPLOYEE shall be awarded longevity credits for all service under this and prior agreements,
139 and EMPLOYEE's wages and benefits as a civil service employee shall reflect such credits. This
140 section shall not be construed to authorize longevity pay during the term of this or any prior or
141 subsequent agreement or any extension or renewal thereof, nor shall longevity credits awarded
142 under this section be construed to affect benefits or pay during the term of this or any prior or
143 subsequent agreement or any renewal or extension thereof.
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- 145 19. **COMPENSATION OF EMPLOYEE; COMPENSATION FOR EXPENSES.** EMPLOYER shall
146 reimburse EMPLOYEE for all necessary expenses incurred in the service of EMPLOYER, in
147 accordance with Dane County Ordinances and regulations on reimbursement of expenses,
148 provided that EMPLOYEE complies with all applicable provisions of law and Dane County
149 ordinances prior to incurring or claiming reimbursement for such expenses. It is expressly
150 understood that prior approval of the County Executive is required for attendance at conferences
151 held outside of Wisconsin and that attendance is further subject to the rules, regulations and
152 ordinances applicable to managerial and professional employees employed under EMPLOYER's
153 civil service ordinance.
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- 155 20. **COMPENSATION OF EMPLOYEE; FRINGE BENEFITS.** Except as otherwise set forth in this
156 Agreement, and in addition to the monetary compensation set forth above, EMPLOYEE shall
157 receive fringe benefits as are enumerated from time to time in resolutions and general ordinances
158 of EMPLOYER, on the same terms as these are made available to non-represented managerial
159 and professional employees of EMPLOYER. At present, these include group health insurance;
160 dental insurance; life insurance; EMPLOYER-paid contributions of EMPLOYER's share to the
161 Wisconsin retirement system; paid vacation; regularly scheduled county holidays; personal

- 162 holidays; unpaid leaves of absence; sick leave; disability income protection; payment of full
163 salary while on jury duty or active military service training exercises; worker's compensation
164 coverage; and unemployment compensation coverage. EMPLOYEE's continued receipt of such
165 benefits during the term of this Agreement, and any continuation of employment under paragraph
166 8, shall be subject to changes which are made generally applicable to other non-represented
167 managerial and professional employees of EMPLOYER, excluding those who are under an
168 employment agreement.
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- 170 21. **VACATION.** EMPLOYEE shall be entitled to such number of weeks of vacation as are provided
171 managerial and professional employees not under an employment agreement who have years
172 of service equal to the years of service of EMPLOYEE, prior service and time under this
173 Agreement both being included in calculating EMPLOYEE's years of service, provided that in
174 any event EMPLOYEE shall receive no less than the number of weeks of vacation, on an annual
175 basis, to which she is entitled at the time she executes this Agreement. In addition to the
176 foregoing number of weeks of vacation, EMPLOYEE shall also receive one-hundred (100)
177 vacation hours annually, the same being prorated for any partial calendar year.
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- 179 22. **DISABILITY OF EMPLOYEE.** Payment of wages and other benefits during periods of disability
180 shall be subject to the rules and requirements applicable to Dane County civil service-covered
181 managerial employees generally.
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- 183 23. **COMPENSATION OF EMPLOYEE; TREATMENT OF DIRECT COMPENSATION FOR TAX**
184 **PURPOSES.** The direct financial compensation paid EMPLOYEE under this Agreement shall
185 be treated as wages for federal and state tax purposes and for purposes of allowing EMPLOYEE
186 to participate in the Wisconsin retirement system. EMPLOYEE recognizes that EMPLOYER will
187 withhold taxes, Social Security and the like from direct compensation. EMPLOYEE shall be
188 allowed to participate in EMPLOYER's deferred compensation program(s), at EMPLOYEE's
189 option and to the extent permitted by law.
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- 191 24. **TERMINATION OF AGREEMENT BY EMPLOYEE; RETIREMENT.** Should EMPLOYEE apply
192 for and receive a monthly annuity benefit from the State of Wisconsin Retirement system during
193 the term of this Agreement or within 60 days of its expiration or termination, or if EMPLOYEE
194 should die while this Agreement is in effect, EMPLOYEE or EMPLOYEE's estate shall have the
195 option of converting accumulated sick leave to cash or to a monetary fund for the purposes of
196 paying insurance premiums for EMPLOYEE or EMPLOYEE's surviving spouse, all to the extent
197 and in the manner available to unrepresented civil service employees. It is understood that, for
198 purposes of calculating the hourly equivalency of an annual salary, the figure of 2080 hours per
199 year will be used.
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- 201 25. **TERMINATION OF AGREEMENT BY EMPLOYEE; NOTICE REQUIRED FOR RESIGNATION.**
202 This Agreement may be terminated by EMPLOYEE on 30-days' written notice to the County
203 Executive. Any such notice, once accepted by the County Executive, may not be withdrawn or
204 rescinded except by mutual agreement of the parties. The fact that the County Executive has
205 asked EMPLOYEE for EMPLOYEE's resignation shall not invalidate any such resignation once
206 tendered to, and accepted by, the County Executive. Accrued but unused vacation and holiday
207 time shall be paid immediately upon resignation. If the resignation is requested by the County
208 Executive, the severance pay provisions of paragraph 28 shall be applicable. No severance pay
209 shall be payable in the event of a resignation not requested by the County Executive.
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- 211 26. **TERMINATION OF AGREEMENT BY EMPLOYER; EMPLOYER'S RIGHT TO TERMINATE**
212 **AT WILL.** This Agreement may be terminated, or any obligation of EMPLOYER under this
213 Agreement may be suspended, by the County Executive at any time during its term, in the sole
214 discretion of the County Executive. EMPLOYEE shall be deemed to be an at-will employee of
215 EMPLOYER who shall have no remedy or recourse under EMPLOYER's civil service ordinance

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in the event of disciplinary action, up to and including discharge. EMPLOYEE expressly understands that EMPLOYEE is not covered by EMPLOYER's civil service ordinance in any fashion whatsoever, except as specifically and expressly set forth in this Agreement, and that no representations to the contrary have been made to EMPLOYEE by EMPLOYER or any representative of EMPLOYER.

27. **TERMINATION OF AGREEMENT BY EMPLOYER; DISCIPLINARY ACTION; PROCEDURE FOR DISCIPLINARY ACTION.** All disciplinary action shall originate from the county executive and be accomplished by the county executive.

28. **TERMINATION OF AGREEMENT BY EMPLOYER; SEVERANCE BENEFITS ON EARLY TERMINATION.** In the event EMPLOYER terminates this Agreement prior to its expiration, EMPLOYEE shall receive as severance pay a sum of money equal to three (3) months of base compensation at the rate then in effect. Severance pay of up to six (6) months of base compensation at the rate then in effect may be paid if mutually agreed by EMPLOYEE and the county executive. Severance pay shall not be available to EMPLOYEE in the event EMPLOYEE voluntarily resigns or is terminated for EMPLOYEE's commission of either (i) any crime, under either federal or Wisconsin law, or (ii) any form of misconduct in public office under any provision of Wisconsin or federal law or county ordinance. Regardless of whether severance pay as defined herein is available to EMPLOYEE, upon termination EMPLOYEE shall be entitled to receive, and EMPLOYER shall pay to EMPLOYEE, all accrued but unused vacation and holiday pay. EMPLOYEE shall also be entitled to continue group health, group life and dental insurance or any of them, all on such terms as are available to non-represented managerial and professional employees of EMPLOYER who are not under an employment agreement. Upon termination by EMPLOYER, EMPLOYEE's accumulated sick leave balance shall be converted to a monetary valued arrived at by multiplying the number of accumulated sick hours by the hourly rate in effect at termination, and the dollar amount thus arrived at will be available to EMPLOYEE for payment of premiums for continuation coverage of group health insurance and group dental insurance for the shorter of (a) the period EMPLOYEE is unemployed or (b) 12 months.

29. **TRANSFER INTO CIVIL SERVICE; SENIORITY CREDITS.** In the event EMPLOYEE shall seek and obtain a Dane County civil service position, either during the term of this Agreement or within one (1) year thereafter, EMPLOYEE shall be allowed all seniority credits (subject to union contracts, if applicable to the new position) as would have been earned during the term of this Agreement if EMPLOYEE had been in the civil service job classification during the term of this Agreement. The benefits conferred upon EMPLOYEE by this paragraph are conditioned upon (i) this Agreement not being terminated by EMPLOYER during its term and (ii) EMPLOYEE not resigning the position of legislative lobbyist during the term of this Agreement (other than to accept a Dane County civil service position).

30. **EMPLOYER TO INDEMNIFY AND DEFEND EMPLOYEE FOR OFFICIAL ACTS.** EMPLOYER shall indemnify, defend and hold harmless EMPLOYEE in the event of any litigation, whether groundless or not, arising out of any act of EMPLOYEE done within the scope of EMPLOYEE's employment with EMPLOYER. EMPLOYER will pay any judgment taken against EMPLOYEE in any such litigation, in accordance with the requirements of s. 895.46, Wis. Stats. EMPLOYER reserves the right to compromise or settle any such litigation in any fashion deemed advantageous to EMPLOYER, regardless of whether EMPLOYEE consents thereto.

31. **CONSTRUCTION OF AGREEMENT; NO ASSIGNMENT.** EMPLOYEE shall not assign or transfer any interest or obligation in this Agreement, whether by assignment or novation. It is expressly understood EMPLOYER will not consent to any assignment of EMPLOYEE's duties and obligations.

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32. **CONSTRUCTION OF AGREEMENT; SEVERABILITY.** Each provision of this Agreement is severable from all other provisions, and invalidity of any one provision shall not operate to invalidate any other provision.
33. **CONSTRUCTION OF AGREEMENT; WISCONSIN LAW CONTROLS.** It is expressly understood and agreed that in the event of any dispute between the parties, arising under this Agreement, Wisconsin law shall control to the extent that it is not superseded by any applicable federal law. Venue for any legal proceeding shall be in the Dane County Circuit Court.
34. **CONSTRUCTION OF AGREEMENT; ENTIRE AGREEMENT.** This Agreement constitutes the entire agreement of the parties and supersedes any and all negotiations of the parties relating to the subject matter hereof. Any prior employment agreement between the parties, together with any extension or renewal of such agreement, is likewise terminated and superseded by this Agreement. All of EMPLOYEE's rights, of any nature whatsoever, arising from, by or under any prior employment agreement between the parties are hereby compromised in their entirety.

IN WITNESS WHEREOF, EMPLOYER and EMPLOYEE have executed this Agreement effective as of the day and date by which EMPLOYER's authorized representative and EMPLOYEE have affixed their respective signatures, as indicated below.

FOR EMPLOYER:

Date: _____

JOE PARISI, County Executive

Date: 3/8/19

BY EMPLOYEE:


CARRIE SPRINGER