

Dane County Contract Cover Sheet

Revised 01/2025

Res 353
significant

Dept./Division	Administration		
Vendor Name	Lacy Fox	MUNIS #	35610
Brief Contract Title/Description	Employment Services Agreement		
Contract Term	3/23/25 - 3/23/28		
Contract Amount	\$405,000		

Contract # Admin will assign	15747
Type of Contract	
<input type="checkbox"/>	Dane County Contract
<input type="checkbox"/>	Intergovernmental
<input type="checkbox"/>	County Lessee
<input type="checkbox"/>	County Lessor
<input type="checkbox"/>	Purchase of Property
<input type="checkbox"/>	Property Sale
<input type="checkbox"/>	Grant
<input type="checkbox"/>	Other

Department Contact Information		Vendor Contact Information	
Name	Michelle Goldade	Name	
Phone #		Phone #	
Email		Email	
Purchasing Officer			

Purchasing Authority	<input type="checkbox"/>	\$13,000 or under – Best Judgment (1 quote required)		
	<input type="checkbox"/>	Between \$13,000 – \$45,000 (\$0 – \$25,000 Public Works) (3 quotes required)		
	<input type="checkbox"/>	Over \$45,000 (\$25,000 Public Works) (Formal RFB/RFP required)	RFB/RFP #	
	<input type="checkbox"/>	Bid Waiver – \$45,000 or under (\$25,000 or under Public Works)		
	<input type="checkbox"/>	Bid Waiver – Over \$45,000 (N/A to Public Works)		
	<input type="checkbox"/>	Cooperative Contract	Contract Name & #	
	<input type="checkbox"/>	N/A - Grants, Leases, Intergovernmental, Property Purchase/Sale, Other		



MUNIS Req.	Req #	Org:	Obj:	Proj:	\$	
	Year					

Budget Amendment	
<input type="checkbox"/>	A Budget Amendment has been requested via a Funds Transfer or Resolution. Upon addendum approval and budget amendment completion, the department shall update the requisition in MUNIS accordingly.

Resolution Required if contract exceeds \$100,000	<input type="checkbox"/>	Contract does not exceed \$100,000	Res #	353
	<input checked="" type="checkbox"/>	Contract exceeds \$100,000 – resolution required.	Year	2024
	<input checked="" type="checkbox"/>	A copy of the Resolution is attached to the contract cover sheet.		

CONTRACT MODIFICATIONS – Standard Terms and Conditions		
<input type="checkbox"/>	No modifications.	<input type="checkbox"/>
<input type="checkbox"/>	Modifications and reviewed by:	<input type="checkbox"/>
		Non-standard Contract

APPROVAL	
Dept. Head / Authorized Designee	
Goldade, Michelle	Digitally signed by Goldade, Michelle Date: 2025.02.28 16:08:35 -06'00'

APPROVAL – Contracts Exceeding \$100,000	
Director of Administration	Corporation Counsel
	

APPROVAL – Internal Contract Review – Routed Electronically – Approvals Will Be Attached			
DOA:	Date In: 2/28/25	Date Out: _____	<input checked="" type="checkbox"/> Controller, Purchasing, Corp Counsel, Risk Management

Goldade, Michelle

From: Goldade, Michelle
Sent: Friday, February 28, 2025 4:18 PM
To: Hicklin, Charles; Patten (Purchasing), Peter; Gault, David; Cotillier, Joshua
Cc: Stavn, Stephanie; Oby, Joe
Subject: Contract #15747
Attachments: 15747.pdf

Tracking:	Recipient	Read	Response
	Hicklin, Charles	Read: 2/28/2025 4:36 PM	Approve: 2/28/2025 4:38 PM
	Patten (Purchasing), Peter	Read: 3/3/2025 7:32 AM	Approve: 3/3/2025 7:38 AM
	Gault, David	Read: 3/3/2025 8:42 AM	Approve: 3/3/2025 8:43 AM
	Cotillier, Joshua		Approve: 3/3/2025 10:29 AM
	Stavn, Stephanie	Read: 3/3/2025 7:53 AM	
	Oby, Joe		

Please review the contract and indicate using the vote button above if you approve or disapprove of this contract.

Contract #15747
Department: Administration
Vendor: Lacy Fox
Contract Description: Employment Services Agreement (Res 353)
Contract Term: 3/23/25 – 3/23/28
Contract Amount: \$405,000.00

Michelle Goldade

Administrative Manager
Dane County Department of Administration
Room 425, City-County Building
210 Martin Luther King, Jr. Boulevard
Madison, WI 53703
PH: 608/266-4941
Fax: 608/266-4425
TDD: Call WI Relay 711

Please Note: I currently have a modified work schedule...I am in the office Mondays and Wednesdays and working remotely Tuesdays, Thursdays and Fridays.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17

2024 RES-353

**CONFIRMING THE APPOINTMENT OF LACY FOX AS THE
DANE COUNTY LEGISLATIVE LOBBYIST**

The County Executive has selected a candidate to serve as the Dane County Legislative Lobbyist.

An Employment Services Agreement for Lacy Fox to serve as the Dane County Legislative Lobbyist has been negotiated. The agreement sets forth the terms and conditions of employment. This contract requires confirmation by the County Board.

THEREFORE, BE IT RESOLVED that the County Executive is authorized to execute on the behalf of Dane County the attached agreement with Lacy Fox to serve as the Dane County Legislative Lobbyist, with a starting salary of \$135,000, subject to any cost of living adjustments granted to unrepresented managerial employees.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53

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 Lacy Fox (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 [REDACTED], 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 March 23, 2025 and expire as of midnight on March 23, 2028 unless earlier terminated under other provisions of this Agreement or by operation of law.

- 54 7. **NOT TO ENGAGE IN POLITICAL ACTIVITY.** During the term of this Agreement, EMPLOYEE
55 shall not engage in political activity which impairs the EMPLOYEE's ability to function as lobbyist
56 for the County of Dane. The parties agree that EMPLOYEE's work on the campaign of any
57 person running for state, county or local political office, whether partisan or nonpartisan, would
58 impair EMPLOYEE's ability to function as a lobbyist for the County of Dane.
59
- 60 8. **NONRENEWAL OF AGREEMENT.** At its expiration this Agreement shall not be considered
61 renewed unless extended in writing by mutual agreement of the parties. If it is the County
62 Executive's intention not to renew this Agreement, the County Executive will attempt to give
63 EMPLOYEE three (3) months advance written notice of the intent not to renew this Agreement,
64 provided, however, that failure to give such notice shall create no obligation on EMPLOYER to
65 continue EMPLOYEE's employment beyond the expiration date of this Agreement. If a resolution
66 to renew or extend this Agreement has been introduced to the Board, the County Executive may
67 extend EMPLOYEE's employment on a month-to-month basis for a period not to exceed 3
68 months, pending county board action on the resolution.
69
- 70 9. **EMPLOYEE'S RESPONSIBILITIES; ETHICAL CONSIDERATIONS.** EMPLOYEE shall at all
71 times observe and comply with all ethical obligations imposed or required by constitution, statute,
72 ordinance or other provision of law and shall at all times conduct EMPLOYEE's personal affairs
73 in such a manner as to avoid a conflict of interest or appearance of conflict and in accordance
74 with the duties and responsibilities of public officials. During work hours EMPLOYEE shall at all
75 times devote all of EMPLOYEE's time, attention, knowledge and skills solely to the interests of
76 the EMPLOYER, and EMPLOYEE shall never use EMPLOYEE's position or confidential
77 information gained in such work position for EMPLOYEE's personal gain, either directly or
78 indirectly.
79
- 80 10. **EMPLOYEE'S RESPONSIBILITIES; CONFIDENTIAL INFORMATION.** EMPLOYEE shall not
81 at any time or in any manner, either during the term of this Agreement or thereafter, either directly
82 or indirectly, disclose or communicate to any person any confidential information gained in the
83 performance of her duties except as otherwise required or compelled by law.
84
- 85 11. **EMPLOYEE'S RESPONSIBILITIES; EXCLUSIVE EMPLOYMENT.** EMPLOYEE agrees to
86 remain in the exclusive employ of EMPLOYER throughout the term of this Agreement. The term
87 "exclusive employ" shall not be construed to prohibit occasional teaching, writing or consulting
88 which is performed on EMPLOYEE's time off and which does not affect EMPLOYEE's job
89 performance, subject to prior approval of the County Executive.
90
- 91 12. **HOURS OF WORK.** The usual and customary hours of business of EMPLOYER are from 7:45
92 a.m. to 4:30 p.m., Monday through Friday, however, as a managerial employee, EMPLOYEE
93 shall have as a condition of employment a job to perform and shall work such hours as are
94 necessary to accomplish the tasks assigned to EMPLOYEE. To that end, EMPLOYEE is free to
95 organize EMPLOYEE's work schedule in such a fashion as to accommodate EMPLOYEE's
96 workload. EMPLOYEE shall average, on an annual basis, forty (40) hours of work per week,
97 less allowances for holiday and vacation usage.
98
- 99 13. **EVALUATION AND GOALS.** At least annually, the County Executive or his or her designee
100 shall meet with EMPLOYEE to discuss job performance and to define goals and objectives for
101 both EMPLOYEE and EMPLOYER.
102
- 103 14. **EMPLOYEE'S DUTIES; LIMITED CONTRACTING AUTHORITY.** EMPLOYEE shall not have
104 the right to make contracts or commitments for or on behalf of EMPLOYER except as expressly
105 authorized in advance by statute, ordinance, or express written consent of EMPLOYER.
106

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

161 holidays; unpaid leaves of absence; sick leave; disability income protection; payment of full
162 salary while on jury duty or active military service training exercises; worker's compensation
163 coverage; and unemployment compensation coverage. EMPLOYEE's continued receipt of such
164 benefits during the term of this Agreement, and any continuation of employment under paragraph
165 8, shall be subject to changes which are made generally applicable to other non-represented
166 managerial and professional employees of EMPLOYER, excluding those who are under an
167 employment agreement.
168

169 21. **VACATION.** EMPLOYEE shall be entitled to such number of weeks of vacation as are provided
170 managerial and professional employees not under an employment agreement who have years
171 of service equal to the years of service of EMPLOYEE, prior service and time under this
172 Agreement both being included in calculating EMPLOYEE's years of service, provided that in
173 any event EMPLOYEE shall receive no less than the number of weeks of vacation, on an annual
174 basis, to which she is entitled at the time she executes this Agreement. In addition to the
175 foregoing number of weeks of vacation, EMPLOYEE shall also receive one-hundred (100)
176 vacation hours annually, the same being prorated for any partial calendar year.
177

178 22. **DISABILITY OF EMPLOYEE.** Payment of wages and other benefits during periods of disability
179 shall be subject to the rules and requirements applicable to Dane County civil service-covered
180 managerial employees generally.
181

182 23. **COMPENSATION OF EMPLOYEE; TREATMENT OF DIRECT COMPENSATION FOR TAX**
183 **PURPOSES.** The direct financial compensation paid EMPLOYEE under this Agreement shall
184 be treated as wages for federal and state tax purposes and for purposes of allowing EMPLOYEE
185 to participate in the Wisconsin retirement system. EMPLOYEE recognizes that EMPLOYER will
186 withhold taxes, Social Security and the like from direct compensation. EMPLOYEE shall be
187 allowed to participate in EMPLOYER's deferred compensation program(s), at EMPLOYEE's
188 option and to the extent permitted by law.
189

190 24. **TERMINATION OF AGREEMENT BY EMPLOYEE; RETIREMENT.** Should EMPLOYEE apply
191 for and receive a monthly annuity benefit from the State of Wisconsin Retirement system during
192 the term of this Agreement or within 60 days of its expiration or termination, or if EMPLOYEE
193 should die while this Agreement is in effect, EMPLOYEE or EMPLOYEE's estate shall have the
194 option of converting accumulated sick leave to cash or to a monetary fund for the purposes of
195 paying insurance premiums for EMPLOYEE or EMPLOYEE's surviving spouse, all to the extent
196 and in the manner available to unrepresented civil service employees. It is understood that, for
197 purposes of calculating the hourly equivalency of an annual salary, the figure of 2080 hours per
198 year will be used.
199

200 25. **TERMINATION OF AGREEMENT BY EMPLOYEE; NOTICE REQUIRED FOR RESIGNATION.**
201 This Agreement may be terminated by EMPLOYEE on 30-days' written notice to the County
202 Executive. Any such notice, once accepted by the County Executive, may not be withdrawn or
203 rescinded except by mutual agreement of the parties. The fact that the County Executive has
204 asked EMPLOYEE for EMPLOYEE's resignation shall not invalidate any such resignation once
205 tendered to, and accepted by, the County Executive. Accrued but unused vacation and holiday
206 time shall be paid immediately upon resignation. If the resignation is requested by the County
207 Executive, the severance pay provisions of paragraph 28 shall be applicable. No severance pay
208 shall be payable in the event of a resignation not requested by the County Executive.
209

210 26. **TERMINATION OF AGREEMENT BY EMPLOYER; EMPLOYER'S RIGHT TO TERMINATE**
211 **AT WILL.** This Agreement may be terminated, or any obligation of EMPLOYER under this
212 Agreement may be suspended, by the County Executive at any time during its term, in the sole
213 discretion of the County Executive. EMPLOYEE shall be deemed to be an at-will employee of
214 EMPLOYER who shall have no remedy or recourse under EMPLOYER's civil service ordinance

215 in the event of disciplinary action, up to and including discharge. EMPLOYEE expressly
216 understands that EMPLOYEE is not covered by EMPLOYER's civil service ordinance in any
217 fashion whatsoever, except as specifically and expressly set forth in this Agreement, and that no
218 representations to the contrary have been made to EMPLOYEE by EMPLOYER or any
219 representative of EMPLOYER.
220

221 27. **TERMINATION OF AGREEMENT BY EMPLOYER; DISCIPLINARY ACTION; PROCEDURE**
222 **FOR DISCIPLINARY ACTION.** All disciplinary action shall originate from the county executive
223 and be accomplished by the county executive.
224

225 28. **TERMINATION OF AGREEMENT BY EMPLOYER; SEVERANCE BENEFITS ON EARLY**
226 **TERMINATION.** In the event EMPLOYER terminates this Agreement prior to its expiration,
227 EMPLOYEE shall receive as severance pay a sum of money equal to three (3) months of base
228 compensation at the rate then in effect. Severance pay of up to six (6) months of base
229 compensation at the rate then in effect may be paid if mutually agreed by EMPLOYEE and the
230 county executive. Severance pay shall not be available to EMPLOYEE in the event EMPLOYEE
231 voluntarily resigns or is terminated for EMPLOYEE's commission of either (i) any crime, under
232 either federal or Wisconsin law, or (ii) any form of misconduct in public office under any provision
233 of Wisconsin or federal law or county ordinance. Regardless of whether severance pay as
234 defined herein is available to EMPLOYEE, upon termination EMPLOYEE shall be entitled to
235 receive, and EMPLOYER shall pay to EMPLOYEE, all accrued but unused vacation and holiday
236 pay. EMPLOYEE shall also be entitled to continue group health, group life and dental insurance
237 or any of them, all on such terms as are available to non-represented managerial and
238 professional employees of EMPLOYER who are not under an employment agreement. Upon
239 termination by EMPLOYER, EMPLOYEE's accumulated sick leave balance shall be converted
240 to a monetary valued arrived at by multiplying the number of accumulated sick hours by the
241 hourly rate in effect at termination, and the dollar amount thus arrived at will be available to
242 EMPLOYEE for payment of premiums for continuation coverage of group health insurance and
243 group dental insurance for the shorter of (a) the period EMPLOYEE is unemployed or (b) 12
244 months.
245

246 29. **TRANSFER INTO CIVIL SERVICE; SENIORITY CREDITS.** In the event EMPLOYEE shall seek
247 and obtain a Dane County civil service position, either during the term of this Agreement or within
248 one (1) year thereafter, EMPLOYEE shall be allowed all seniority credits (subject to union
249 contracts, if applicable to the new position) as would have been earned during the term of this
250 Agreement if EMPLOYEE had been in the civil service job classification during the term of this
251 Agreement. The benefits conferred upon EMPLOYEE by this paragraph are conditioned upon
252 (i) this Agreement not being terminated by EMPLOYER during its term and (ii) EMPLOYEE not
253 resigning the position of legislative lobbyist during the term of this Agreement (other than to
254 accept a Dane County civil service position).
255

256 30. **EMPLOYER TO INDEMNIFY AND DEFEND EMPLOYEE FOR OFFICIAL ACTS.** EMPLOYER
257 shall indemnify, defend and hold harmless EMPLOYEE in the event of any litigation, whether
258 groundless or not, arising out of any act of EMPLOYEE done within the scope of EMPLOYEE's
259 employment with EMPLOYER. EMPLOYER will pay any judgment taken against EMPLOYEE
260 in any such litigation, in accordance with the requirements of s. 895.46, Wis. Stats. EMPLOYER
261 reserves the right to compromise or settle any such litigation in any fashion deemed
262 advantageous to EMPLOYER, regardless of whether EMPLOYEE consents thereto.
263

264 31. **CONSTRUCTION OF AGREEMENT; NO ASSIGNMENT.** EMPLOYEE shall not assign or
265 transfer any interest or obligation in this Agreement, whether by assignment or novation. It is
266 expressly understood EMPLOYER will not consent to any assignment of EMPLOYEE's duties
267 and obligations.
268

269
270
271
272
273
274
275
276
277
278
279
280
281
282
283
284
285
286
287
288
289
290
291
292
293
294
295
296
297
298
299
300
301

- 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: _____

MELISSA AGARD, County Executive

BY EMPLOYEE:

Date: 2/25/25 _____

LACY FOX