



Judiciary and Law Enforcement Committee Agenda  
Kenosha County Administration Building  
2nd Floor Committee Room  
Tuesday, June 7 at 7:00 p.m.

NOTE: UNDER THE KENOSHA COUNTY BOARD RULES OF PROCEDURE ANY REPORT, RESOLUTION, ORDINANCE OR MOTION APPEARING ON THIS AGENDA MAY BE AMENDED, WITHDRAWN, REMOVED FROM THE TABLE, RECONSIDERED OR RESCINDED IN WHOLE OR IN PART AT THIS OR AT FUTURE MEETINGS. NOTICE OF SUCH MOTIONS TO RECONSIDER OR RESCIND AT FUTURE MEETINGS SHALL BE GIVEN IN ACCORDANCE WITH SECTION 2 C OF THE COUNTY BOARD RULES. FURTHERMORE, ANY MATTER DEEMED BY A MAJORITY OF THE BOARD TO BE GERMANE TO AN AGENDA ITEM MAY BE DISCUSSED AND ACTED UPON DURING THE COURSE OF THIS MEETING AND ANY NEW MATTER NOT GERMANE TO AN AGENDA ITEM MAY BE REFERRED TO THE PROPER COMMITTEE. ANY PERSON WHO DESIRES THE PRIVILEGE OF THE FLOOR PRIOR TO AN AGENDA ITEM BEING DISCUSSED SHOULD REQUEST A COUNTY BOARD SUPERVISOR TO CALL SUCH REQUEST TO THE ATTENTION OF THE BOARD CHAIRMAN

1. **CALL TO ORDER BY CHAIRWOMAN**
2. **CHAIRWOMAN COMMENTS**
3. **ROLL CALL**
4. **CITIZEN COMMENTS**
5. **SUPERVISOR COMMENTS**
6. **RESOLUTIONS FROM THE KENOSHA COUNTY SHERIFF'S DEPARTMENT:**
  - Probationary Cabaret License for Shadow Hill Ranch dba Country Thunder Music Festival
  - Activity Control License for Country Thunder East LLC
  - Resolution to Approve the Recommendations of the Classification and Compensation Study for Corrections Officers
7. **ANY OTHER BUSINESS ALLOWED BY LAW**
8. **ADJOURNMENT**

A Quorum of Other Committees or of the County Board May be Present.

# KENOSHA COUNTY BOARD OF SUPERVISORS

RESOLUTION NO. \_\_\_\_\_

Subject: **ACTIVITY CONTROL LICENSE – Country Thunder East, LLC**

Original <input checked="" type="checkbox"/>	Corrected <input type="checkbox"/>	2 <sup>nd</sup> Correction <input type="checkbox"/>	Resubmitted <input type="checkbox"/>
Date Submitted: June 7 <sup>th</sup> , 2016		Date Resubmitted	
Submitted By: <b>Judiciary &amp; Law Enforcement Committee</b>			
Fiscal Note Attached <input type="checkbox"/>		Legal Note Attached <input type="checkbox"/>	
Prepared By: <b>Kenneth W. Weyker, Captain of Field Operations</b>		Signature: 	

**WHEREAS**, pursuant to Chapter 8.01 of the Municipal Code of Kenosha County, the Sheriff's Department received the application from Kim Blevins for an Activity Control License for Country Thunder East LLC, 2305 Lance Drive, Twin Lakes, Wisconsin, in the Town of Randall, made during the month of June, 2016 and

**WHEREAS**, the Sheriff's Department has reviewed the documentation of the applicant, and

**WHEREAS**, the actual physical inspection of said property indicates that all items that could be, have been complied with pursuant to Chapter 8.01 of the Municipal Code of Kenosha County.

**NOW, THEREFORE BE IT RESOLVED**, by the Kenosha County Board of Supervisors that an Activity Control License for Country Thunder East, LLC be granted to Kim Blevins for the dates of July 21<sup>st</sup> – 24<sup>th</sup>, 2016.

Respectfully Submitted,

JUDICIARY AND LAW ENFORCEMENT COMMITTEE

	<u>Aye</u>	<u>No</u>	<u>Abstain</u>	<u>Excused</u>
_____ Supervisor Leah Blough, Chairman	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Boyd Frederick, Vice-Chairperson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Greg Retzlaff,	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Mike Skalitzky	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Jeff Wamboldt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# MEMO

**DATE:** June 1, 2016  
**TO:** Judiciary and Law Committee  
**FROM:** Capt. Ken Weyker  
**RE:** Country Thunder 2016

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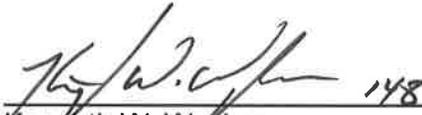
Country Thunder is scheduled for July 21<sup>st</sup> -24<sup>th</sup>, 2016 at the Shadow Hill Ranch in Twin Lakes Wisconsin. The ownership of the event has not changed since 2014. Its principal owner is Irving One, LLC law firm out of Odessa Texas, Agent Gary Martin. This firm is listed on the Class B Liquor License with the Town of Randall which will expire on June 30<sup>th</sup>, 2016. The Town of Randall has informed us that they intend to renew the license in the first part of July 2016.

The Kenosha County Dept. of Planning and Development received the Conditional Use Permit Application in November of 2015 and approved the permit at their February 10<sup>th</sup>, 2016 meeting. Andy Buehler of Planning and Development confirmed all restrictions would be met to the Planning and Developments satisfaction.

The operations of the event is under new direction, Kim Blevins of Country Thunder East LLC, Madison, TN. Is the new General Manager. Otherwise, no major changes to the operation are anticipated with the exception of higher attendance. This year Country Thunder anticipates 35,000 in attendance per day. Country Thunder has posted \$225,000.00 bond for the Sheriff's Dept. services which, is an increase of \$95,000.00 over 2015.

The Sheriff's operation will largely be the same as in the past year. Additional Police manpower will be requested from neighboring agencies to cover needed assistance on the grounds and increases in calls for service. Local traffic control barricades will again be posted in the Randall Farms Subdivision and use of the Twin Lakes Police Dept. holding facilities.

The Kenosha Sheriff's Dept does not anticipate any complications from this year's event and has no objections to the issuance of the license.

  
\_\_\_\_\_  
Kenneth W. Weyker  
Captain Field Operations

c/c Sheriff  
Chief Deputy  
Ex. Secretary

CITY OF KENOSHA POLICE DEPT.

COUNTY OF KENOSHA SHERIFF DEPT.

INVESTIGATION REPORT

INCIDENT REPORT CLASS \_\_\_\_\_

CRIME - PROPERTY CODE \_\_\_\_\_

CRIME - PERSON

DATE & TIME REPORTED  
25 May 2016 0848

PAGE  
1 OF 3

JURISDICTION GRID

CASE OR EVENT NO.  
2016-073523

COMPLAINANT/REPORTING PERSON - NAME (FIRM NAME, IF BUSINESS)

LAST	FIRST	MI	SEX	RACE	DOB	RESIDENCE PHONE	BUSINESS PHONE
Country Thunder							847-406-9753

RESIDENCE ADDRESS	CITY	STATE	ZIP	EMPLOYMENT OR SCHOOL	CITY
2305-Lance Drive	Twin Lakes	WI	53181		

CRIME OR INCIDENT	DATE - TIME OCCURRED	WEATHER - LIGHT CONDITIONS
Activity Control License Application		

DESCRIBE LOCATION OF OFFENSE OR TYPE OF PREMISE	ADDRESS OR LOCATION OF INCIDENT
Festival Grounds/Event Site/Surrounding Farm Lands	Acreege vicinity of CTH-O/CTH-P

SUSPECT/STOLEN VEHICLE	MAKE	MODEL	BODY TYPE	COLOR	YEAR	VIN	LICENSE	STATE	YR	IDENTIFYING CHARACTERISTICS

WEAPON, TOOL, OR MEANS OF ATTACK	METHOD USED TO COMMIT CRIME - M.O.

TRADEMARKS OF SUSPECT(S) ACTION OR CONVERSATION	NATURE OF INJURIES AND LOCATION ON BODY - VICTIMS CONDITION

TYPE OF PROPERTY TAKEN/DAMAGED - SEE STOLEN PROPERTY REPORT <input type="checkbox"/>	SERIAL OR I.D.	TOTAL LOSS VALUE	RECOVERED
			<input type="checkbox"/> YES <input type="checkbox"/> NO

DESCRIPTION OF PROPERTY - MAKE, MODEL, COLOR	LICENSE NO.	STATE	YEAR

SUMMARY OF CRIME OR INCIDENT

On 25 May 2016 I conducted a status review in preparation for the Activity Control Application for the Country Thunder Festival to be held 21-24 July 2016.

Event plan and site layout is consistent with Country Thunder 2015.

See Report

- See Reports-

NO CONSENT FORM

I, \_\_\_\_\_, HAVE GIVEN NO ONE CONSENT TO:

WITNESS \_\_\_\_\_ SIGNED \_\_\_\_\_

DATE \_\_\_\_\_

EVIDENCE RECOVERED	DISPOSITION OF EVIDENCE	VICTIM RIGHTS FORM	PHOTOS	SKETCHES/DIAGRAMS
		<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO
NCIC/CIB	INQUIRY/ENTRY	TTY CANCELLED	DATE - TIME	STATUS
<input type="checkbox"/> YES <input type="checkbox"/> NO				<input type="checkbox"/> OPEN <input checked="" type="checkbox"/> CLOSED <input type="checkbox"/>
REPORTING OFFICER	NO.	2ND OFFICER	NO.	CLEARED BY ARREST <input type="checkbox"/> UNFOUNDED <input type="checkbox"/>
Sgt. F. Iovine	155			SUPERVISOR

*Capri J. G. [Signature]* - 118

**KENOSHA SHERIFF'S DEPARTMENT  
SUPPLEMENTARY INVESTIGATION REPORT**

DATE OF REPORT: 25 May 2016  
DATE-TIME REPORTED: 25 May 2016 0848  
RE: Country Thunder 2016

CASE OR EVENT NUMBER: 2015-073523  
PAGE 2 of 3

- I Gearhart, Roger (Property Owner) TX: 432-557-9920  
6999-E. Business I-20 Suit #1  
Irving One LLC, Odessa, TX 79762
- I Martin, Gary  
Irving One LLC, Odessa, TX (Signed for Class B license for Irving One)
- I Blevins, Kim TX: 615-970-0980  
Country Thunder East  
730-Gallatin Pike N.  
Madison, TN 37115

Country Thunder East (LLC), 234- Space Park Drive South Nashville TN, is the current operator for the 2016 festival.

The current Class B license for Country Thunder (2015) will expire on 30 June 2016. Randall Township has received another application for a Class B liquor license from Licensing AZ-WI Ranch (LLC), 11514-Richmond Road, Randall Township, WI. Gary Martin is listed as the agent. This current application was reviewed and approved by the Randall Town Board on 12 May 2016. This license will become active on 01 July 2016 and will expire 30 June 2017.

The Kenosha County Department of Planning and Development has received a Conditional Use Permit application for the Country Thunder event from Kim Blevins. Kim Blevins is the event General Manager. This application was received on 30 November 2015 and approved by the department of Planning and Development on 10 February 2016. The terms and conditions of this approval are consistent with the previous year.

Kenosha County has received from Country Thunder East a 750\$ payment for the Conditional Use Permit. In addition, Kenosha County has received the requested 225,000.00\$ payment for County services required during the event.

The Village of Genoa City has received a Special Events Permit Request from Country Thunder East (LLC) for the property residing in their jurisdiction. This permit request is to allow for patron parking and camping.

REPORTING OFFICER:  
Sgt. Iovine #155

SUPERVISOR:



**KENOSHA SHERIFF'S DEPARTMENT  
SUPPLEMENTARY INVESTIGATION REPORT**

DATE OF REPORT: 25 May 2016

CASE OR EVENT NUMBER: 2015-073523

DATE-TIME REPORTED: 25 May 2016 0848

PAGE 3 of 3

RE: Country Thunder 2016

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Genoa City will review/approve the permit on 09 June 2016.

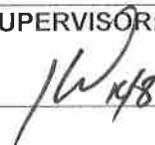
The festival layout is expected to remain unchanged from last year.

No further action taken at this time.

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REPORTING OFFICER:  
Sgt. Iovine #155

SUPERVISOR:



*[Handwritten signature]*

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COUNTRY THUNDER EAST LLC  
208 SPACE PARK S  
NASHVILLE, TN 37211

**COPY!**

1020

87-4-640

DATE June 1 116

PAY TO THE ORDER OF

Kenosha County

\$ 175.00

one hundred & seventy-five

DOLLARS



ACH RT 061000104

FOR

Activity Control licence

Jim Vetter

⑈00001020⑈ ⑆064000046⑆ 1000160103015⑈

KENOSHA COUNTY  
1010 56th Street  
Kenosha, WI 53140

6/02/2016 Receipt Number: 160004643  
8:50 AM Received by: REGB  
FROM: COUNTRY THUNDER EAST LLC

Special Events Cabaret 175.00  
Activity Control License

Dance Hall & Cabaret  
100-140-1410-1000-4401

Receipt Total . : 175.00  
Amount Tendered : 175.00  
Change . . . . : .00

Payment Rcvd: Cash : .00  
Check : 175.00  
Charge: .00  
Other : .00

FOR CHECK PAYMENTS, RECEIPT IS  
NOT VALID UNTIL THE CHECK HAS  
CLEARED ALL BANKS.



# COUNTY OF KENOSHA

Department of Planning and Development

December 2012  
**RECEIVED**

NOV 30 2015

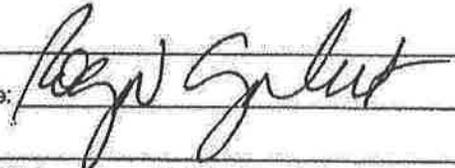
Kenosha County  
Deputy County Clerk

## CONDITIONAL USE PERMIT APPLICATION

(a) Property Owner's Name:

Irving One, LLC

Print Name: Roger Gearhart

Signature: 

Mailing Address: 6999 E Business I-20 Suite #1

City: Odessa

State: TX

Zip: 79762

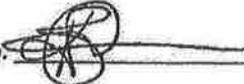
Phone Number: 432-557-9920

E-mail (optional): roger@gbe7.com

Note: Unless the property owner's signature can be obtained in the above space, a letter of agent status signed by the legal property owner must be submitted if you are a tenant, leaseholder, or authorized agent representing the legal owner, allowing you to act on their behalf.

(b) Agent's Name (if applicable):

Print Name: Kim Blevins

Signature: 

Business Name: Country Thunder East, LLC

Mailing Address: 730 Gallatin Pike N

City: Madison

State: Tn

Zip: 37115

Phone Number: 615-970-0980

E-mail (optional): kim@countrythunder.com

(c) Architect's Name (if applicable):

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Business Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_

Zip: \_\_\_\_\_

Phone Number: \_\_\_\_\_

E-mail (optional): \_\_\_\_\_

(d) Engineer's Name (if applicable):

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Business Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_

Zip: \_\_\_\_\_

Phone Number: \_\_\_\_\_

E-mail (optional): \_\_\_\_\_

CONDITIONAL USE PERMIT APPLICATION

(e) Tax key number(s) of subject site:

60-4-119-304-0405

60-4-119-304-0100

60-4-119-311-0200

Address of the subject site:

Please see attached.

(f) Plan of Operation (or attach separate plan of operation)

Type of structure:

Please see attached.

Proposed operation or use of the structure or site:

Please see attached.

Number of employees (by shift): Please see attached.

Hours of Operation: Please see attached.

Any outdoor entertainment? If so, please explain: Please see attached.

Any outdoor storage? If so, please explain: Please see attached.

Zoning district of the property: A-2, A-1, PR-1, B-5, C-1

(g) Attach a plat of survey prepared by a land surveyor registered by the State of Wisconsin or site plan drawn to scale and approved by the Department of Planning and Development showing all of the information required under section 12.05-1(h)3 for a zoning permit. In addition, the plat of survey or site plan layout shall show the location, elevation and use of any abutting lands and the location and foundation elevations of structures within 50 feet of the subject site; soil mapping unit lines; ordinary high water mark, historic high water marks and floodlands on or within 50 feet of the subject premises, and existing and proposed landscaping.

CONDITIONAL USE PERMIT APPLICATION

For conditional use permit applications that are made within shoreland and floodland areas, such description shall also include information that is necessary for the County Planning, Development & Extension Education Committee to determine whether the proposed development will hamper flood flows, impair floodplain storage capacity, or cause danger to human, animal or aquatic life. This additional information may include plans, certified by a registered professional engineer or land surveyor, showing existing and proposed elevations or contours of the ground; fill or storage elevation; basement and first floor elevations of structures; size, location, and spatial arrangement of all existing and proposed structures on the site; location and elevation of streets water supply and sanitary facilities; aerial photographs, and photographs showing existing surrounding land uses and vegetation upstream and downstream; soil types and any other pertinent information required by either the Planning, Development & Extension Education Committee or the Office of Planning and Zoning Administration:

(h) The Kenosha County Department of Planning and Development may ask for additional information.

(i) The fee specified in Section 12.05-8 of this ordinance.

Request for Conditional Use Permit..... \$750.00

(For other fees see the Fee Schedule)



# Country Thunder

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Kenosha County Conditional Use Permit  
Application

General Manager: Kim Blevins

November 3, 2015

2016



# COUNTY OF KENOSHA

Division of Planning & Development

Andy M. Buehler, Director  
Division of Planning & Development  
19600 75<sup>th</sup> Street, Suite 185-3  
Bristol, WI 53104-9772  
(262) 857-1895

February 12, 2016

Irving One, LLC (Owners)  
6999 E Business I-20  
Odessa, TX 79762

Country Thunder East, LLC (Agent)  
234 Space Park Drive South  
Nashville, TN 37211

Richard & Sandra Diedrich (Owners)  
2000 Richmond Road  
Twin Lakes, WI 53181

Russell Brothers, LLC (Owners)  
11909 Richmond Road  
Twin Lakes, WI 53181

Dear Applicants:

On February 10, 2016, the Planning, Development & Extension Education Committee of the Kenosha County Board of Supervisors approved your request for a Conditional Use Permit to allow a country music festival (July 21-24, 2016) with an assembly over 5,000 people on the following Tax Parcels: #60-4-119-304-0405 (Irving One, LLC), #60-4-119-304-0100 (Diedrich) & part of #60-4-119-311-0200 (Russell) located in the SE & SW 1/4 of Section 30 & the NW 1/4 of Section 31, T1N, R19E, Town of Randall.

Your request is approved, subject to the conditions signed by Ivan Purnell at the meeting; a copy of which is enclosed. Please note that it is your responsibility to ensure compliance with these conditions.

Should you have any questions or comments, please contact me at the phone number or address listed above.

Sincerely,

ANDY M. BUEHLER, Director  
Division of Planning Operations

AMB:jd  
Enclosure  
cc: Randall Town Clerk



# COUNTY OF KENOSHA

Division of Planning & Development

Andy M. Buehler, Director  
Division of Planning & Development  
19600 75<sup>th</sup> Street, Suite 185-3  
Bristol, WI 53104-9772  
(262) 857-1895

## CONDITIONS OF APPROVAL

IRVING ONE LLC, RICHARD AND  
SANDRA DIEDRICH, RUSSELL BROTHERS LLC (OWNERS)  
COUNTRY THUNDER EAST, LLC (LESSEE)  
REQUESTING A CONDITIONAL USE PERMIT FOR  
A COUNTRY MUSIC FESTIVAL WITH AN ASSEMBLY OVER 5,000 PEOPLE  
AND OVERNIGHT CAMPING OF 100 OR MORE INDIVIDUALS  
ON TAX PARCELS

#60-4-119-304-0405, #60-4-119-304-0100 AND PART OF #60-4-119-311-0200  
TOWN OF RANDALL

**[NOTE: ALL DEADLINE DATES ARE SHOWN IN BOLD]**

1. Subject to the conditional use permit application dated November 3, 2015 and stamped received by Planning & Development on November 30, 2015, which includes festival dates, times, general overview, event set-up and tear down schedule, camping overview, traffic summary, food and beverage operations, ticket information and attendance, general site information, rules and regulations, and emergency procedures. Implementation of improvements to the sites and adjacent areas may require permits from the State, Kenosha County, or the Town of Randall. In addition, permits may be required for signs in and along the right-of-way of Walworth County, and State, County and local highways in the State of Illinois. The applicant is responsible for obtaining these permits along with contacting and implementing the conditions as required by these units of government.
2. Subject to the January 28, 2016 approval by the Town of Randall Town Board (Exhibit A).
3. Subject to compliance with any conditions established by the Village of Genoa City as part of their Special Events Permit.
4. If the Country Music Festival is to be held next summer, the application for the Conditional Use Permit shall be filed by no later than **February 8, 2017** for the March 8, 2017 Planning, Development & Extension Education Committee ("PDEEC") meeting to ensure adequate time for the planning and permitting of the event.
5. An event production schedule shall be provided for review to the Kenosha County Department of Planning & Development ("Planning & Development") by **July 1, 2016**.
6. Applicant shall provide proof of liability insurance to Planning & Development by no later than **July 1, 2016**.
7. A site plan showing the location of all temporary and permanent structures and their intended use for the duration of the Country Thunder event shall be provided to Planning & Development by **July 1, 2016**.
8. A list of amusement rides that will be present at the event and proof of liability insurance shall be provided to Planning & Development by **July 14, 2016**. All amusement rides shall be properly

registered and operated in accordance with Wisconsin Administrative Code Chapter SPS 334 – Amusement Rides.

9. This conditional use permit is being granted solely for a single event, which shall be operated July 20-25, 2016. Any additional festival events will require applying for and receiving a conditional use permit from PDEEC, as well as receiving approval from the other affected units of government having jurisdiction over events of this nature. If approval for this type of event is not granted in 2017, or the applicant chooses not to have an event in 2017, all lands that were rezoned from A-1 Agricultural Preservation District to A-2 General Agricultural shall be rezoned back to A-1 Agricultural Preservation District by the applicant(s) or its agent.
10. Information on solid waste removal service provider and schedule of service to be provided to Planning & Development by **July 1, 2016**.
11. The County Environmental Sanitarian from Planning & Development shall be contacted **30 days prior to the music festival** to inspect the existing private onsite wastewater treatment systems (POWTS) on the festival grounds to determine compliance with the State and County Sanitary Codes.  
  
Any new or existing buildings served with water and having sanitary waste drains and not connected to an acceptable POWTS will be identified at the time of the Sanitarian's inspection. Based on the project and time permitting, a complete plan submittal and an application for a Sanitary Permit may be required to be submitted to the Sanitarian with installation and inspection by the county occurring before **July 11, 2016**.
12. The County Thunder Disaster Preplans, prepared by the Town of Randall Fire Department in 2009 and revised as needed, shall be followed for any fire, rescue, emergency and evacuation needs during the event. National Oceanic and Atmospheric Association (NOAA) weather radios shall be on hand and used to monitor weather conditions from the National Weather Service offices in Sullivan, WI and Chicago, IL during the duration of the festival, as referred to in the emergency plan. Site managers shall be briefed on their use and also must be familiar with the use of radio communication equipment for interfacing with response agencies as necessary.
13. On-site security shall be based on a plan prepared by the applicant and submitted to the Kenosha County Sheriff's Department by **July 11, 2016** for review and approval prior to the event.
14. The grounds, including areas not visible to the public, shall be kept neat and clean at all times. Staff shall be provided for the purposes of picking up litter whenever the public is on the site. In addition, it is the responsibility of the applicant to remove all litter that may be blown from the site onto abutting properties and/or road rights-of-way, with final on & off-site clean-up being completed no later than **August 5, 2016**.
15. All Country Thunder-related structures, tents, temporary fences and equipment shall be removed from the event properties no later than **August 5, 2016**.

**TRAFFIC AND PARKING**

16. Traffic control for the event shall be based on the plan that was implemented and used for the festival since 2000 and revised as needed. Any change to this plan shall be reviewed and approved by representatives of Country Thunder, the Kenosha County Sheriff's Department, the Kenosha County Department of Public Works, Planning & Development and other affected governmental agencies. The plan shall include the training and coordination of parking attendants and the affected county agencies. A series of coordination meetings including all affected agencies will be needed to solve traffic problems. Any costs associated with this traffic planning are the responsibility of the applicant. Any directional maps that are distributed by Country Thunder shall be reviewed and approved by the Kenosha County Sheriff's Department, the Kenosha County Department of Public Works, and Planning & Development.
17. A detailed site plan showing all parking areas, camping areas and traffic flow patterns shall be submitted to Planning & Development by no later than **July 1, 2016**. Parking shall take place only in

the designated areas shown on the revised plan. Entrance and exit roads shall be graveled and maintained for a minimum distance of 100 feet from the edge of pavement of the public road and the remaining entrance and exit roads shall be maintained in a dust free condition at all times. No off-site parking is allowed, including within the public right-of-way. "No Parking" signs must be installed by Kenosha County in the vicinity of the event at the cost of the applicant. Directional signage, pavement marking, and roadway patrol shall be in accordance with memorandums and approvals from the Kenosha County Department of Public Works.

18. Based on past discussions between Planning & Development, Kenosha County Sheriff's Department and Country Thunder staff, it is recommended to enlarge the drop-off area located on the south side of CTH "O" (110th St.) to improve traffic flow and allow more space for the stacking of vehicles so that they are not backing up into the roadway. Separate entrance and exit drives should be provided at each end of the drop-off area to improve vehicle flow into and out of the area. Adequate directional signage should also be placed along CTH "P" (Richmond Rd.) and CTH "O" (110th St).

#### ACTIVITY CONTROL LICENSE

19. The applicant is responsible for applying for and obtaining a Kenosha County Activity Control License with the Kenosha County Sheriff's Department and the Kenosha County Clerk's Office, to be approved by the Kenosha County Board of Supervisors prior to the event, and complying with any associated conditions as set forth in said Activity Control License.

It should be noted that where a conflict exists between the proposed number of facilities, security staffing, parking attendants, toilets, etc., the applicant shall provide the greater number, but shall, under no circumstances, provide less than the required number as set forth in the Kenosha County Activity Control Ordinance, being Chapter 8 of the Municipal Code of Kenosha County.

#### HEALTH

20. The Kenosha County Division of Health shall test both wells and the distribution system by **June 15, 2016**. Repairs, maintenance and chlorinating of the wells, if needed, must be completed prior to this date. Any temporary water lines in the camping areas shall be shown on a plan and approved by the Kenosha County Division of Health.
21. It is the responsibility of the applicant to comply with all State and local regulations regarding public health. This includes proper and adequate toilet and hand washing facilities, showering facilities, proper food preparation and serving conditions, adequate tested potable water, proper disposal of refuse and food by-products on a timely basis. The Kenosha County Division of Health requires permits and inspections to assure the event is conducted within laws of proper sanitation and health. The applicant shall obtain all necessary health-related permits and assure that all necessary tests and inspections are conducted. Above-mentioned facilities must be in place for inspection by **July 18, 2016**.
22. Plans showing the location of the vendor areas, along with a list of vendors occupying booths shall be provided to the Kenosha County Sheriff's Department, Kenosha County Division of Health and Planning & Development by **July 1, 2016**. The plan shall be kept current, and updates shall be provided prior to the event.
23. Information regarding service and service provider of grease disposal shall be provided to the Kenosha County Division of Health and Planning & Development by **July 1, 2016**.
24. The Kenosha County Division of Health shall be provided with a list of names of individuals who are responsible for servicing portable toilet units, servicing hand washing stations, shower waste disposal, and supervising the food court and VIP food service areas by **July 1, 2016**. All hand washing stations shall be in place and installed with soap dispensers and single-service towel dispensers before the festival opens. Hand washing stations must be provided for all food preparation/serving areas. Hand washing stations need to be monitored and maintained with water, soap, and towels. In areas where water is not available under pressure, a minimum of a five- (5) gallon insulated container with a spigot and approved liquid waste disposal shall be provided.

25. Any individual considering tattooing at the event must contact the Kenosha County Division of Health by July 1, 2016.
26. Payment and applications for temporary restaurant licenses shall be received by July 18, 2016. Payment must be made to the Kenosha County Division of Health in the form of a certified check.
27. Payment for special event campground licenses and water testing fees shall be received by July 18, 2016. Payment must be made to the Kenosha County Division of Health in the form of a certified check.
28. Separate enclosed toilets for males and females meeting all state and local specifications must be conveniently located throughout the grounds and in proximity to the campground, sufficient to provide facilities for the maximum number of people to be assembled at the rate of at least one toilet for every 200 persons, with said facilities to be evenly-divided between male and female together with an efficient, sanitary means of disposing of waste matter deposited, which is in compliance with all state and local laws and regulations.
29. There must be one lavatory for every 500 persons with running water under pressure and a continuous supply of soap and paper towels to be provided with each lavatory or in the alternative a sufficient number of chemically treated sanitary towels.
30. Prep kitchens and the VIP buffet tent shall be completely screened and other food booths shall be screened as needed.
31. Thermometers must be provided in all refrigeration units. A long stem thermometer shall be provided in all food tents/preparation areas to check hot food temperatures.
32. No bare hand contact of ready-to-eat food will be allowed. Employees shall use suitable utensils such as deli tissue, spatulas, tongs or single-use gloves.
33. One (1) hand-held radio unit must be provided to Kenosha County Division of Health staff to facilitate communication with Country Thunder staff.
34. Three (3) all access passes with VIP parking and an on-site all-terrain vehicle must be provided for Kenosha County Division of Health inspection staff.

#### GENERAL

35. In order to assure that proper facilities are provided to those attending and to assure that the festival has a minimum effect on the neighboring area, copies of service contracts as listed in the application shall be provided to Planning & Development.
36. No on- or off-premise signs, banners, or billboards shall be constructed, erected, or displayed without first obtaining proper permits from the State, County or local unit of government in which they are being located. The existing billboard sign located on the Country Thunder property along CTH P (Richmond Rd.) shall not be used to advertise for off-premise businesses or services and shall be used only for advertising the Country Thunder event or other events taking place on the premises.
37. No operation of amusement rides past Midnight.
38. No hot air balloon rides are permitted.
39. All speakers facing away from permanent dwellings, as stated in the submitted Conditional Use Permit Application dated November 3, 2015, must be enforced and observed.
40. The 2:00 a.m. curfew for excessive or loud noise, as stated in the Conditional Use Permit Application dated November 3, 2015, must be strictly enforced and observed.
41. Information on electrical generators, number of units to be used and a site plan layout of their locations to be provided to Planning & Development by July 1, 2016.

42. Adequate on-site security must be provided. This must include security guards, either regularly-employed, duly sworn off-duty Wisconsin peace officers or private guards, licensed in Wisconsin, sufficient to provide adequate security for the maximum number of people to be assembled at the rate of at least one (1) security guard for every 750 people. Except that in the case of assemblies of less than 750 people, continuing between the hours of midnight and 8:00 a.m., there shall be at least one (1) security guard.
43. It has been determined that Kenosha County will have to assign staff and equipment to assure that this event is operated in accordance within the rules established by the state and the county and to ensure that this event has a minimal effect on the general public. In order to ensure that the taxpayers of Kenosha County are not burdened for cost(s) requiring staffing and equipment associated with this event, such as patrol and traffic control, highway maintenance, and the possibility of cleaning the public right-of-way, health inspections, golf carts, emergency services planning, along with review and verification by Planning & Development staff, approval of this request would be granted providing Kenosha County shall receive from the applicant or its agent a check. This check shall be in an amount as determined by the Kenosha County Sheriff's Department and payable to Kenosha County. Kenosha County may use the money solely for the purpose of reimbursing costs related to the event prior to, during, or after the event takes place. The County will provide a list of actual expenditures requiring reimbursement by the applicant. In addition, if Kenosha County determines that its actual costs related to the event exceeds the amount of the check, the applicant or its agent agrees by the signing of these conditions to reimburse Kenosha County for the additional costs related to the event. This check shall be received before review of the Activity Control License by the Judiciary & Law Enforcement Committee.
44. It is the responsibility of the petitioner to assure and guarantee that the above conditions are fully complied with. This includes, but is not necessarily limited to, meeting conditions established herein, providing letters of credit, providing and following approved plans, obtaining permits prior to construction, making improvements, participating in coordination meetings with governmental officials, following established time frames, meeting deadlines, and providing additional information where deemed necessary. Any unauthorized deviation from the approved plans and conditions shall result in the issuance of a citation and/or applicable stop work order by Planning & Development or other applicable agencies until such time as the conditional use permit is brought back into compliance. Continued violation of the conditions as set forth herein shall result in a recommendation for revocation of the Conditional Use Permit.

I have read and understand the above conditions and hereby agree that I am willing to comply with them.

PRINT NAME: Ivan Purnell DATE: 2-10-16

SIGNATURE: 

PRINT NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

**January 28, 2016**

Present were: Bob Stoll, Lauren Fox, Robert Gehring, Mark Halvey, Randy Kaskin, Val Lass, Callie Rucker, George Bailitz, Nancy Kemp, Ken Mangold, Bruce Melling, Ron Peterson.

Absent were: AJ Johnson, Paula Soderman

1. Meeting called to order by Chairman Stoll at 7:00 p.m.
2. Chairman Stoll led those present in the Pledge of Allegiance.
3. A motion by Fox/Kaskin to approve the 1/14/16 minutes as presented. Motion carried.
4. Reports:
  - a. Committees and reports from the floor. Chief Matt Gronke reported that the Fire Department will have the report at the next meeting.
  - b. Building Inspector reported issuing 10 permits in December at an estimated cost of \$322,925.00, with permit fees of \$3,798.01 and maintenance fees of \$355.00.
  - c. Clerk – none.
  - d. Treasurer left a financial report in the Board's mailbox. And it is tax season and everything is going fine just trying to keep up.
  - e. Supervisors: Ms. Fox is working on uploading the agenda onto the website. Otherwise the website is updated. Mr. Gehring is working on getting more information on the AB600 & SB464 legislation; he is worried about the Township losing control. He is talking with Kevin regarding the Village of Twin Lakes garbage contract; he will talk to Howard more on it. Mr. Halvey met with The Boathouse of Lauderdale Lakes for the piers and will meet with others soon. Mr. Kaskin has had contact with the people who resurfaced the front steps. And he is working on a recent complaint and reported that he picked up the new Fire Department truck.
  - f. Chairman: Mr. Stoll reported meeting with Tom Huffine he has Tom checking on some of the sign issues.
5. Citizen Comments: Mark Nordigian candidate for District 21 would like to thank the Randall residences who signed his petition and if elected would like to attend some board meetings. Charles Gitzinger asked who the Pier Commissioner is, Chairman Stoll responded Barb Reynolds. Also, the street sign he spoke about at the last meeting was handled promptly. George Bailitz questioned cutting the trees in the road right of way. We had a special guest introduce himself as the new General Manager of the Wilmot Mountain and spoke about his history with Vail and took a few questions regarding the purchase of Wilmot Mountain.

Chairman Stoll moved to

6. Town Board items:

c. Approval of the 2016-2017 Fire Department Officers; Chairman Stoll informed all that officers are now a 2 year term as follows; Chief: Matt Gronke, Bassett Battalion Chief: Ken Foscz, Powers Lake Battalion Chief: Buddy Pfenniger, Bassett Captain: Bob Stoll, Powers Lake Captain: Chris Brown, Bassett Lieutenant: Matt Gall, Powers Lake Lieutenant: Sam Schaal, Treasurer: John Kaldem, Secretary: Carlene Karow. A motion by Fox/Gehring to approve the 2016-2017 Fire Department Officers as presented. Motion carried.

d. Purchase of equipment for the Fire Department apparatus, specifically new grass rig. Chief Matt Gronke commended the people involved with the purchase of the new truck. He presented the Board with a quote for a skid unit from Jefferson Fire & Safety. After a question and discussion period a motion by Fox/Kaskin to approve Jefferson Fire & Safety quote at \$14,191.75 not to exceed \$15,000.00. Motion carried. Chief Gronke said they are still working on reflective stripping, a light bar and wiring equipment for the new truck. He has also had a lot of interest in the purchase of the old truck.

**Town Board/Plan Commission items:**

a. Irving One, LLC (Country Thunder East, LLC) Conditional Use Permit Application. Discussion regarding as to when there is more Fire Department coverage needed at Country Thunder grounds. Mr. Stoll said we will discuss this matter directly with the Country Thunder management. Mangold/Peterson made a motion to send a favorable recommendation to the Town Board for the Irving One, LLC/Country Thunder East, LLC Conditional Use Permit Application as presented. Motion carried. Kaskin/Fox made the motion to send a favorable recommendation to the County for the Irving One, LLC/Country Thunder East, LLC Conditional Use Permit Application as presented. Motion carried.

b. Public hearing revisions of Chapter 20. Chairman Stoll met with Attorney Bjelajac. Mr. Stoll emailed the revisions of Chapter 20 to the Board members. He went through the changes verbally and noted the most significant change included establishing a pierhead line. The Village of Bloomfield was given a copy of the Chapter 20 revisions.

7. Bills: Motion by Kaskin/Fox to approve the bills as presented in the amount of \$94,823.44 check numbers 35442 thru 35475. Motion carried.

8. Adjourn: A motion by Kaskin/Fox to adjourn. The motion was carried and the meeting was adjourned at 7:56 p.m.

Callie Rucker  
Town Clerk

# Event Information

## Dates of Event:

July 21<sup>st</sup> – 24<sup>th</sup>, 2016

Times: Thursday	2 p.m. – 2 a.m.
Friday	1 p.m. – 2 a.m.
Saturday	1 p.m. – 2 a.m.
Sunday	1 p.m. – 2 a.m.

## Campground Dates and Times:

Open Wednesday July 20<sup>th</sup>, 9 a.m.

Closes Monday July 25<sup>th</sup>, 12 p.m.

**2 a.m. to 9 a.m.** Event site is closed to ingress except security and grounds-cleaning personnel.

General Campsite # 1	606 campsites available
General Campsite # 2	1198 campsites available
Preferred Campground	1417 campsites available
Miller Campsite	1292 campsites available
Encore Campsite	670 campsites available

## Maximum number of tickets to be sold or distributed:

4-Day Tickets 35,000 maximum

All tickets are expected to be pre-sold prior to the festival, meaning there will be no more tickets sold at or on the days of the event. The majority of tickets sold are 4-Day Tickets, which should reduce the amount of daily traffic in and out of the venue. Limited number of day tickets will be sold.

Assuming that the festival sells out in advance as it has done in the past, Country Thunder will use its radio and print advertisers, website, social media and communication through its sponsors to get the message to the public that the event is sold out and no on-site ticket sales are available.

**First Aid:**

First Aid will be provided by the licensed medical trained staff with required number of attendants on duty at all times during the event. A 24-hour medical area will be established in the event grounds.

**Lighting:**

All entries, exits, and walk ways are covered with permanent lighting and/or generated light towers.

**Parking:**

General Parking – North bound traffic on Hwy P will turn left on 119<sup>th</sup> Street to Williams Rd. then turn right to Highway O, then right to the event site. Entrance to parking will be at main entrance, Gate 6.

Gate 7 – 600' west of main entrance, allowing 1 exit lane.

RSVD/ADA Parking – North and South bound traffic to enter and exit directly off Hwy P, at Gate 1 on Hwy P.

Approximately 50 acres with capacity for up to 10,000 vehicles is reserved for parking. Additional locations for parking are currently being researched, and Country Thunder will update all information as it becomes available.

Parking attendants – Management and parking and traffic directors will be provided by a local vendor. All attendants will be equipped with orange-colored vests. In addition to vests, all night crew directional personnel will carry flashlights.

**Camping:**

Preferred and General Camping will enter at the main entrance, Gate 6. General Camping will exit through the Gates off 119<sup>th</sup> street on the North and South side of roads. Preferred Camping will be allowed to exit from a separate egress point directly onto Highway O. Once campers from General 1 and General 2 Camping have checked in at the front gate, they will be allowed access back into the venue through the Gates off 119<sup>th</sup> Street in an effort to alleviate congestion through the front gate.

**Security:**

Security on festival grounds will be provided by Country Thunder through a contracted vendor.

Security in the campgrounds will be provided by Country Thunder and Kenosha County Sheriff's Department.

**Fire Prevention:**

A minimum of 30' wide roadways and 20' wide walkways surround the site, allowing for emergency and service vehicles. Portable fire extinguishers are provided in all cooking areas, at all stages, and in existing structures on property. A contracted Fire Department maintains a presence on-site through the duration of the festival with a truck and all needed fire prevention equipment.

**Fencing and Barriers:**

Entire event site is enclosed with 7' high permanent and rental fence structure with entrance and exit gates allowing for crowd control. Festival grounds have three main entrances and exits for attendees. Three additional service gates are available. All entrances and exits have security present during hours of operation.

**Sound System:**

Speakers are located on stages allowing full ground coverage without high volume. All speakers face away from permanent dwellings.

**Food and Beverages Concessions:**

All food and beverage will be provided by licensed vendors.

**Alcoholic Beverages:**

Alcoholic beverages sale locations are TBD and will be decided by July 1, 2016. All people entering are required to be pre-checked and wrist banded for proper age. All customers will be required to wear an ID wristband to purchase any alcoholic beverages. Customers will be sold a maximum of 3 alcohol beverages at a time.

**Attractions:**

Attractions and/or amusement rides will be supplied by a licensed amusement vendor to be located at the back of the venue, near the main entrance. The TBD amusement vendor will provide two to three (2-3) rides, including ones geared for a youth market. All rides will be permitted by the supplier.

**Event Production Schedule:**

An event production schedule will be provided for review by July 1, 2016.

## **Camping Overview**

**Campgrounds to be operated as temporary according to Wisconsin Administrative Code HSS 178**

**Anticipated Attendance at the Event:**

Capacity: 35,000 per day

Expected Attendance: 25,000 – 35,000

Campgrounds Capacity: 5,183 campsites

**Toilet Facilities:**

5,183 sites	960 total units
(Approx.)	Unisex units – 185
	Private – 765

Two (2) additional units will be provided for each 75 sites over 5,183. All units are portable with urinals included.

**Portable Toilet Services:**

Provider of toilet services is PATS Services.

Assuming that we follow the same procedure as 2015's festival, pumping of toilets begins at 4 a.m. daily with two services daily for campground and one for event grounds, with on-site emergency service from 4 p.m. to closing. Number of personnel and trucks will be determined by ticket sales.

**Solid Waste Removal:**

Solid Waste will be removed by Johns Disposal during and after the festival.

Assuming we follow the same procedures as 2015's festival, the projected number of box containers:

- Garbage – 4 x 30 yd containers
- 25 x 6 yd containers
- curbside service

All roll-offs and dumpsters to be emptied each morning before event site opens. Final schedule to follow by July 1, 2016.

**Water Supply:**

Provided by two on-site wells with designated drinking and hand wash areas.

**Miscellaneous Waste:**

Charcoal: All used charcoal and coals are to be placed in designated barrels. Our Shower Waste Disposal provider is PortaKleen.

## **Campground Information**

**Hours of Operation:**

Open – Wednesday, July 20, 2016 at 9 a.m.

Close – Monday, July 26, 2016 at 12 p.m.

**Registration/Drive-in Main Gate:**

Wednesday	July 20, 2016	9 a.m. – 10 p.m.
Thursday	July 21, 2016	9 a.m. – 10 p.m.
Friday	July 22, 2016	9 a.m. – 10 p.m.
Saturday	July 23, 2016	9 a.m. – 10 p.m.

Sunday July 24, 2016

9 a.m. – 10 p.m.

Campgrounds have 24-hour security with Kenosha County Sheriff Department working from 9 a.m., Wednesday July 20, 2016 and ending at 12 p.m., Monday July 26, 2016. Campground security will be coordinated from campground command post. Security members will be on foot and provided ATV's or carts for patrol in campgrounds. Event ground security will be on foot only.

**Rules & Regulations:**

Campgrounds must be quiet after 2 a.m. with limited noise allowed. No underage drinking is allowed. If minors are caught with alcohol, their camping pass and festival tickets are revoked for the remaining days with no exception. Campsite owner where underage drinking has been caught will also be removed from grounds. All campers must wear a 4-day event wristband in order to be allowed onto the campground premises.

**Campsite:**

Campsites are 19' x 40' in size and are classified as primitive, with limited sites having electrical or water hook ups. Approximately 110 campsites have generator power and temporary water hook-ups. Each campsite is allowed only one camping unit and one vehicle, but may have a number of people (each required to have a 4-day event wristband). Participants must pay \$80 fee to have the additional car on-site. Also, like in 2015, we will provide overnight car parking for those individuals who have traveled to the festival and plan to stay on the campsite of an acquaintance.

**Waste Disposal:**

No waste disposal is allowed on the grounds. PATS Services will offer individual camper pumping for a small fee. Individuals are instructed to contact campground office for a prearranged process and time of pumping.

**Garbage:**

Garbage disposal barrels are provided approximately every five campsites with continuous daily pick up provided by a contracted cleanup company; final decision to be reached by July 1. Additionally, initial bags are provided to campers upon their arrival.

## **Camping Information**

### **Country Thunder July 21<sup>st</sup> – July 24<sup>th</sup>, 2016**

**Camping Areas:** All people entering the campground must be a 4-day ticket holder to Country Thunder. SINGLE DAY TICKETS are not allowed in camping areas. Camping areas open at 9 a.m. on Wednesday July 20, 2016. Upon entering, you must show your 4-day event wristband to enter the camping area. An employee will help you locate and spot your camping area. Only one camping unit and one vehicle allowed per site. All camp units must be removed by 12 p.m. Monday July 25, 2016.

**Burning:** Under our current plans, NO OUTDOOR FIRES of any kind will be permitted in the camping areas. Gas and charcoal grills for cooking will be allowed; ashes must be disposed of by thoroughly wetting them and placing them in a covered metal container. Absolutely no fireworks of any kind, including sparklers. All fires must be in accordance with Kenosha County Regulations and Country Thunder policy.

**Garbage Disposal:** We ask that campers bag and tie all of their garbage. Dumpsters and trash barrels will be located throughout the campgrounds. Services will be available for waste disposal during the weekend.

**Alcohol Policy:** No private party charging for any kind of beverage will be allowed without Kenosha County Permit. No underage drinking of any kind will be allowed. Violators will be fined and removed from site immediately. Any underage drinking allowed on any individual's campsite will result in campsite owner also being removed from grounds.

**Security:** 24-hour security is provided in all camping areas by Kenosha County Sheriff Department. There will be a 2 a.m. curfew for excessive or loud noise. Loud music, parties, and anything that disturbs neighbors or fellow campers will not be tolerated. Security Officers have the authority to ask any person or groups of people who are abusing the noise curfew to leave the grounds immediately and not return to the festival (no refund of admission tickets will be provided).

**General Information:** All camping is classified as primitive. Satellite toilets and drinking water are provided in each area. There are no electrical hook-ups or running water available at these sites. All campsites are 19' x 40' unless indicated as an oversized site.

## Traffic Summary

### Shadow Hill Ranch

For the most part, all vehicles will be allowed to enter and exit in one direction. Backstage driveways will be closed with security gates, and controlled by security staff. Vehicles will be limited to entertainers and emergency vehicles only within the backstage area.

### Reserved and ADA Parking

19-acre field separate ingress and egress location – 1,200 vehicles per day

Exiting will be one lane allowing right or south turn only during peak hours of 10 p.m. to midnight.

### Preferred Camping

60 acre field – separate egress location – 1300 unit capacity, approximately 600 vehicles per 4 days. Exiting will be one lane allowing right or east turn only during peak hours of 10 p.m. to 2 a.m.

### General Parking /General Camping

100 acres car parking – 13,000 vehicles per day capacity

20 acres camping G1 – 600 unit capacity

40 acres camping G2 – 800 capacity

20 acres camping Encore – 600 unit capacity

55 acres camping Miller – 1200 capacity

#### *Ingress and Egress*

Automobiles: All autos on Hwy O will enter through Gate # 6

Camping: All campers will enter on a roadway, designated Gate # 6 on Hwy O

All Preferred campers will exit on Hwy O from road marked Exit Only

### **Traffic flow:**

#### **\*\*Campers**

Up to 4,000 campers will arrive between Wednesday July 20, 2016 9.00am and Friday July 22, 2016, with estimated breakdowns as follows:

Wednesday: 2,100 vehicles

Thursday: 2,683 vehicles

Friday: 400 vehicles

Vehicles are allowed to enter from 9 a.m. to 10 p.m., with peak registration between the hours of 10 a.m. to 12 p.m. and 5 p.m. to 9 p.m. Monday departures will be completed by 12 p.m.

Note: All campground entrance lanes are a minimum of 18' wide and 1,100' long allowing a minimum of 75 units per entrance lane to back up during processing, in an effort to keep all vehicles off county roadways.

**\*\*Cars**

Up to 2,000 vehicles will arrive per day between the hours of 9 a.m. and 10 p.m. with peak hours from 3 p.m. to 7 p.m.

Departure of vehicles is from 8 p.m. to 2 a.m., with peak hours between 10.30 p.m. and 1 a.m.

**General Concessions:**

Food and beverage concession tents and stands are set-up in a continuous U-Shape, serviced and stocked from the back of the tents or booths. Food service will be provided by licensed concessionaires. The exact food court location of individual vendors has yet to be determined but will be provided by July 1, 2016.

**Projected Menu:**

An appropriate list based on vendor submissions will be provided by July 1, 2016.

**Grease Disposal:**

Grease from fryers is available to be changed daily through disposal with on-site grease traps. All food concessionaires will handle changing and disposal of grease individually.

## **Ticket Information**

**General Admission:**

General Admission seating is sold in the form of 4-day tickets. Sales began on July 3, 2015 and will continue until ticket sales capacities are reached.

Estimated sales on general admission tickets are as follows:

Four-Day: 35,000

Thursday: 100

Friday: 100

Saturday: 100

Sunday: 100

**Sponsorship:**

Corporations and privately held companies are offered sponsorship packages with an opportunity for them to market their company or host their individual clients, employees, friends, etc. In exchange, they may purchase a set number of tickets from Country Thunder for this opportunity.

**Media:**

All media for Country Thunder will be handled by **Country Thunder staff**. No tickets will be traded for advertising spots. Media spots are currently being negotiated with local radio and national television channels.

**Reserved Seats:**

Approximately 2,200 pre-set reserved seats have additionally been sold for the 2016 event. The majority of these seats will be held by 4-day ticket holders while a small number will be used as single day tickets for internal purposes.

**Daily Attendance:**

Due to daily designated line-ups, attendance should be evenly split over the four days with no one day exceeding the attendance level of 35,000.

## General Site Information

**Electrical:**

Power is provided by portable generators and permanent electrical stations. Rental sizes of units range from 50KW to 225KW. Number of units to be used is TBD and will be dependent upon many factors. A layout will be provided by July 1, 2016.

**Water:**

Water will be plumbed from two wells located on-site. Drinking and wash water will be provided at one main area on the festival grounds and five areas in the campgrounds.

**Communication:**

Approximately 100 two-way radios are supplied by a communications company. Units are supplied to key management and central positions and monitored from the command center.

Key positions that are supplied with units are:

Security	Entrance/Exit Gates	Maintenance Crew
Sheriff's Dept.	Ticket Booths	Media Reps
Fire/EMS	Production Companies	
Transportation	Festival Producers	
Department Mgrs	Main Stage	
Parking Lot	Electricians	

**Command Center:**

Kenosha County Sheriff's Department maintains a command center for all emergency and safety management, and campground security. The KCSD Command Post is located near the main entrance off of Highway O.

Production (temporary) office trailers will house financial control center and festival management.

**Alcoholic Beverages:**

Licenses are requested and will be provided through the venue owner. All info will be provided by July 1, 2016.

**Campgrounds/Parking:**

Areas have graveled roadways connecting to campsites allowing for controlled traffic movement.

## **Country Thunder Rules & Regulations**

**Camping Information:**

\*Camping area is fenced and all campers must have a 4-day event wristband to enter. Security will check 24-hours per day.

- All campsites are reserved. A site number is assigned when ordered.
- Most campsites are primitive – electrical hook-ups and water service is available in designated area only.
- Campgrounds open Wednesday at 9.00am, close on Monday at noon.
- Only one camping unit per site is allowed (no multiple tents, trailers)
- Only one camping unit of any type is allowed per camp sticker and one motor vehicle per parking sticker per site.
- Additional cars must park in additional car parking areas, not on campsites; overnight parking is available.
- Curfew is 2 a.m. Persons may be asked to leave if abusing curfew – no refunds will be given.
- Open fires are NOT permitted. Only gas and charcoal grills are permitted for cooking. Ashes must be disposed of by placing them in a cover metal container.

**General Admission Information:**

- Seating is festival-style. Chairs and blankets are permitted. Fencing or roping off of areas within the concert bowl is STRICTLY prohibited.
- No coolers or carry-ins will be permitted. Country Thunder reserves the right to inspect all persons and bags.
- No weapons of any kind are permitted on Country Thunder grounds.
- Underage alcohol consumption will not be tolerated on Country Thunder grounds. Violators will be immediately ejected and may be subject to legal prosecution.

- No camcorders or recording devices of any kind are allowed on festival site. Cameras are permitted.
- General admission tickets are non-transferable.
- Wristbands that appear tampered with (stretched or cut) will be considered invalid and not be accepted at the gate.

**Ticket Information:**

- Tickets may be ordered by internet via print at home tickets or ordered by mail
- Country Thunder accepts Mastercard, Visa, and American Express
- Tickets purchased by internet can be printed and received immediately

**Refund Information:**

- All tickets and camping purchased for Country Thunder are non-refundable
- Country Thunder is not responsible for lost or stolen tickets
- This is a rain or shine event, no rain checks or refunds will be given due to inclement weather or cancellation of event due to an act of God and seller is not obligated to a substitute performance
- Artist line-up and times subject to change
- Country Thunder assumes no liability for personal loss, injury, death, property damage or other related harm suffered by participants, spectators, event site owners or leasers or others who may be adversely affected by Country Thunder.

If sufficient time is not available to properly evacuate the festival grounds, sheltering on-site may be the only option of reasonable safety for attendees during severe weather.

\*Evacuation of Festival Grounds – If a severe weather warning is issued for the area with sufficient time to properly evacuate attendees, a decision may be made by Country Thunder management to suspend, postpone, or cancel all or part of the day's activities to allow attendees the chance to leave the grounds in an orderly fashion to seek shelter in motels, hotels, or other area facilities in the area. An evacuation of all or part of the festival grounds may be necessary for other reasons such as civil unrest, plane crash, chemical spill, health emergency, or other emergency situations. Any evacuation of the grounds will be coordinated with the Kenosha County Sheriff's Department.

**Medical Mass Casualty Treatment and Procedures:**

\*Any incident that causes multiple injuries and/or fatalities will be initially handled by Country Thunder site management and their on-site medical personnel. If the incident is large enough, additional help will be requested from Twin Lakes Fire and Rescue, the Kenosha County Sheriff's Department, or other appropriate agencies.

**Emergency Communications:**

Country Thunder will establish a site management command post to be staffed on a 24-hour basis, with capability to monitor, at a minimum, to-be-listed emergency radio frequencies. Two-way radio communication will be established as necessary with the Kenosha County Sheriff's Department, Randall Fire Department, Twin Lakes Fire and Rescue, or other on-site medical service providers and

other departments as deemed necessary. National Weather Service frequencies can be monitored via NOAA WEATHER radio receivers or scanners.

## **Country Thunder Emergency Procedure**

### **Warning Policy and Procedures:**

- i. A severe weather or tornado warning would be received from on grounds radio and TV partners, the Sheriff's department, Fire department or a designated registered meteorologist.
- ii. A pre-designated County Thunder employee will instruct the festival crowd and personnel to the evacuation procedure or safety recommendations.

### **Evacuation Plan**

- i. Evacuation information will be forwarded to the festival crowd through stage announcements and on grounds and gate security which are provided immediate information through hand held two-way radio.
- ii. Communications are also established with our main radio partners.

### **Medical Treatment on Grounds**

- i. On grounds medical personnel and facilities are available for minor ailments. Ambulance transportation is available for serious emergencies to nearby hospital facilities.
- ii. Medix Ambulance Service or comparable service provider will provide all medical services.

### **Medical Treatment for Food Poisoning or Water Contamination**

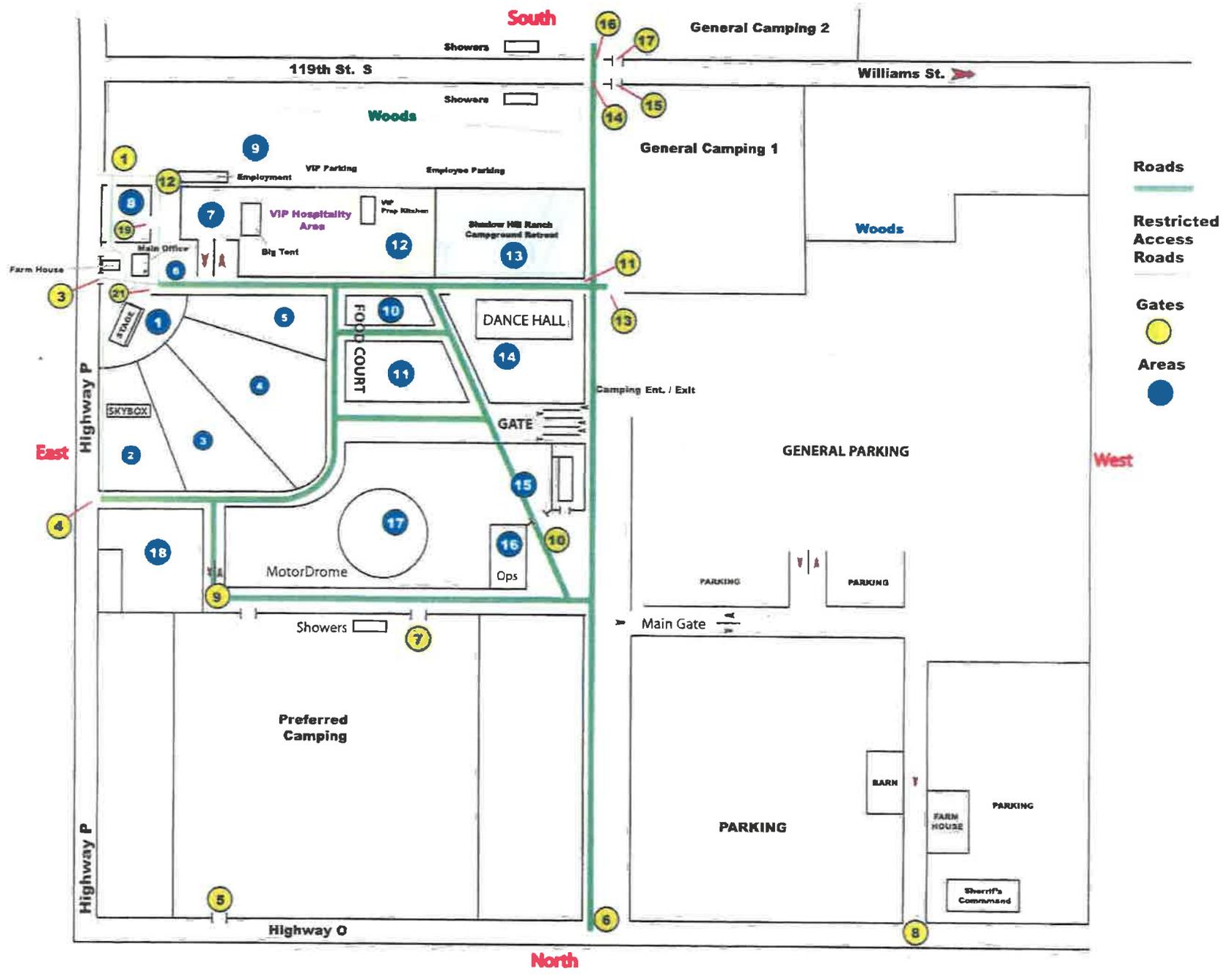
- i. Medical treatment for this type of incident would be referred to on-site medical services and Kenosha County Health Department.

### **Emergency Communications**

- i. Security services and event site management will be on grounds 24 hours to assist with all emergency situations with access to an emergency communication frequency.

**Gates**

- 1** VIP, Employee and Handicap Parking Entrance/Exit
- 6** Main Gate Parking
- 7** Preferred Camper Vehicle Gate
- 9** Preferred Campers Walk Gate
- 12** VIP Entrance and Exit
- 13** All General Camping Entrance/Exit Walk Gate
- 14** Vehicle & Walk Gates General Camping 1 & 2
- 21** Backstage Entrance





4/27/2015





4/27/2015

<b>THURSDAY</b>		<b>FRIDAY</b>	
<b>MAIN STAGE</b>		<b>MAIN STAGE</b>	
3:30 - 4:30 PM	DAVID RAY	2:30 - 3:00 PM	BRYAN WHITE
5:00 - 6:00 PM	RYAN HURD	3:30 - 4:30 PM	HALEY GEORGIA
6:30 - 7:30 PM	CHASE BRYANT	5:00 - 6:00 PM	THE BELLAMY BROTHERS
8:00 - 9:30 PM	DALLAS SMITH	6:30 - 7:30 PM	THE CADILLAC THREE
10:00 - 11:30 PM	CHRIS YOUNG	8:00 - 9:30 PM	PARMALEE
		10:00 - 11:30 PM	FLORIDA GEORGIA LINE
<b>COURTYARD</b>		<b>COURTYARD</b>	
TBA		TBA	
<b>ELECTRIC THUNDER</b>		<b>ELECTRIC THUNDER</b>	
TBA		TBA	
<b>SATURDAY</b>		<b>SUNDAY</b>	
<b>MAIN STAGE</b>		<b>MAIN STAGE</b>	
2:00 - 3:00 PM	GUNNAR & THE GRIZLY BOYZ	1:30 - 3:30 PM	COURTNEY COLE
3:30 - 4:30 PM	CASEE ALLEN	4:00 - 5:00 PM	TERRI CLARK
5:00 - 6:00 PM	JOE DIFFIE	5:30 - 6:30 PM	A THOUSAND HORSES
6:30 - 7:30 PM	GRANGER SMITH	7:00 - 8:30 PM	THOMAS RHETT
8:00 - 9:30 PM	CHRIS JANSON	9:00 - 10:30 PM	ERIC CHURCH
10:00 - 11:30 PM	JAKE OWEN		
<b>COURTYARD</b>		<b>COURTYARD</b>	
TBA		TBA	
<b>ELECTRIC THUNDER</b>		<b>ELECTRIC THUNDER</b>	
TBA		TBA	

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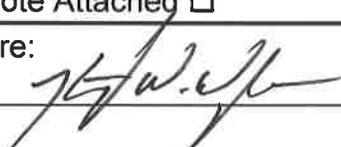
Executive Producer: Troy Vollhoffer (<http://www.troyvollhoffer.com/>)

Tickets powered by Elevate and Pulse - Festival ticketing, RFID, and logistics software and solutions

# KENOSHA COUNTY BOARD OF SUPERVISORS

## RESOLUTION NO.

**Subject: PROBATIONARY CABARET LICENSE – Shadow Hill Ranch**  
(DBA: Country Thunder Music Festival)

<b>Original</b> <input checked="" type="checkbox"/>	<b>Corrected</b> <input type="checkbox"/>	<b>2<sup>nd</sup> Correction</b> <input type="checkbox"/>	<b>Resubmitted</b> <input type="checkbox"/>
<b>Date Submitted: June 7<sup>th</sup>, 2016</b>		<b>Date Resubmitted</b>	
<b>Submitted By: Judiciary &amp; Law Enforcement Committee</b>			
<b>Fiscal Note Attached</b> <input type="checkbox"/>		<b>Legal Note Attached</b> <input type="checkbox"/>	
<b>Prepared By: Kenneth W. Weyker, Captain of Field Operations</b>		<b>Signature:</b> 	

WHEREAS, the application of Gary Martin for a probationary cabaret license for Shadow Hill Ranch, 11514 Richmond Rd., Twin Lakes, Wisconsin, in the Town of Randall, was made during the month of June 2016, was turned over to this office on June 3<sup>rd</sup>, 2016, and

WHEREAS, the Kenosha Sheriff's Department has conducted an inspection of the premises, and

WHEREAS, the premises were found to be in conformity with the Cabaret Ordinance Number 8.02

NOW, THEREFORE BE IT RESOLVED, that because this is the initial application by the license holder, a probationary license be granted to Gary Martin for Shadow Hill Ranch.

Respectfully Submitted,

### JUDICIARY AND LAW ENFORCEMENT COMMITTEE

	<u>Aye</u>	<u>No</u>	<u>Abstain</u>	<u>Excused</u>
_____ Supervisor Leah Blough, Chairman	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Boyd Frederick, Vice-Chairperson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Greg Retzlaff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Mike Skalitzky	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Supervisor Jeff Wamboldt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CITY OF KENOSHA POLICE DEPT.

COUNTY OF KENOSHA SHERIFF DEPT.

INVESTIGATION REPORT

INCIDENT REPORT CLASS \_\_\_\_\_  
 CRIME - PROPERTY CODE \_\_\_\_\_  
 CRIME - PERSON \_\_\_\_\_

DATE & TIME REPORTED  
5/25/16 1356

PAGE  
1 OF 2

JURISDICTION GRID

CASE OR EVENT NO.  
2016-73582

COMPLAINANT/REPORTING PERSON - NAME (FIRM NAME, IF BUSINESS)  
LAST FIRST MI

SEX RACE DOB

RESIDENCE PHONE

BUSINESS PHONE

Shadow Hill Ranch

RESIDENCE ADDRESS

CITY

STATE

ZIP

EMPLOYMENT OR SCHOOL

CITY

11514 Richmond Rd.

Twin Lakes

WI

53181

CRIME OR INCIDENT

Cabaret License Inspection

DATE - TIME OCCURRED

SAA

WEATHER - LIGHT CONDITIONS

N/A

DESCRIBE LOCATION OF OFFENSE OR TYPE OF PREMISE

Festival Grounds

ADDRESS OR LOCATION OF INCIDENT

11514 Richmond Rd. Twin Lakes

SUSPECT/  
STOLEN  
VEHICLE

MAKE

MODEL

BODY  
TYPE

COLOR

YEAR

VIN

LICENSE

STATE

YR

IDENTIFYING CHARACTERISTICS

WEAPON, TOOL, OR MEANS OF ATTACK

N/A

METHOD USED TO COMMIT CRIME - M.O.

N/A

TRADEMARKS OF SUSPECT(S) ACTION OR CONVERSATION

N/A

NATURE OF INJURIES AND LOCATION ON BODY - VICTIM/S CONDITION

N/A

TYPE OF PROPERTY TAKEN/DAMAGED - SEE STOLEN PROPERTY REPORT

SERIAL OR I.D.

TOTAL LOSS VALUE

RECOVERED

YES  NO

DESCRIPTION OF PROPERTY - MAKE, MODEL, COLOR

LICENSE NO.

STATE

YEAR

SUMMARY OF CRIME OR INCIDENT

On 5/25/16 I inspected the Shadow Hill Ranch property which is the location for the Country Thunder Music Festival. As established in the past, this property has been modified for hosting the multi-day concert event. The only permanent structures are those used for the office and maintenance of the event, otherwise all structures are temporary in design. No major changes are proposed for the event and the layout is as defined on the attached map(s). I spoke with SCOTT ELLIOT who is the new Event Manager and supplied him with a copy of County Ord. 8.02. I was informed no new permanent structures were planned.

The operations are now under the direction of KIM BLEVINS and Country Thunder East LLC out of Madison, TN.

The property ownership has not changed and is ROGER GEARHART and his firm Irving One LLC out of Odessa, TX.

I inspected a valid Class B Liquor license issued on 05/13/16 by the Randall Township. It is issued to AZ-WI Ranch LLC and GARY MARTIN on behalf of Irving One LLC, Odessa TX. It is specified for the Country Thunder Music Festival and valid 07/01/16 - 06/30/17.

NO CONSENT FORM

I, \_\_\_\_\_, HAVE GIVEN NO ONE CONSENT TO:

WITNESS \_\_\_\_\_

SIGNED \_\_\_\_\_

DATE \_\_\_\_\_

EVIDENCE RECOVERED

DISPOSITION OF EVIDENCE

VICTIM RIGHTS FORM

PHOTOS

SKETCHES/DIAGRAMS

NCIC/CIB

INQUIRY/ENTRY

TTY CANCELLED

DATE - TIME

STATUS

UNIT REFERRED TO

YES  NO

YES  NO

YES  NO

YES  NO

OPEN  CLOSED

OPEN  CLOSED

OPEN  CLOSED

OPEN  CLOSED

OPEN  CLOSED

REPORTING OFFICER  
Capt. K. Weyker

NO.  
148

2ND OFFICER

NO.

SUPERVISOR

*Capt. K. Weyker*

**KENOSHA SHERIFF'S DEPARTMENT  
SUPPLEMENTARY INVESTIGATION REPORT**

		<b>Case or Event No.</b> 2016-73582	<b>No. of Pages</b> Page 2 of 2
		<b>Date of Supplemental</b> 5/25/16	<b>Date Time Reported</b> 5/25/16 1356
<b>Involved Parties</b> Codes – C= Complainant I= Involved Person V=Victim S=Suspect R=Reporting Person			
<b>Name Last</b>	<b>SHADOW HILL RANCH</b>	<b>DOB Race Sex</b>	<b>Driver's License No.</b>
<b>Address</b>	<b>11514 RICHMOND RD. TWIN LAKES WI 53181</b>		<b>Phone No.</b>

**OWNER:** ROGER GEARHART  
Irving One, LLC  
6999 E. Business I-20 Suite #1  
Odessa, TX 79762  
(432)557-9920

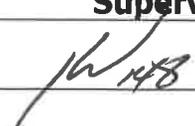
**BUSINESS AGENT:** GARY MARTIN  
Irving One, LLC  
6999 E. Business I-20 Suite #1  
Odessa, TX 79762  
(432)362-0401

**PRODUCTION MGR:** KIM BLEVINS  
Country Thunder East, LLC  
730 Gallatin Pike N  
Madison, TN 37115  
(615)970-0980

GARY MARTIN is the agent representing the Irving One firm and currently resides in Odessa, TX. He is a member of the Irving One LLC firm that is the principal owner of the festival event. He is also the listing agent on the Randall Township Class B liquor that is effective 7/01/16 – 6/30/17.

The general operations of the festival has changed to KIM BLEVINS. She is a member of the same production company as in the past and had been elevated to management.

The Country Thunder Music Festival has adequately complied with all restrictions of the Conditional Use Permit filed with the Kenosha County Department of Public Works. They were granted the same permit on 02/10/16 stipulating all restrictions would be met for 2016. With the history of success with the event I can concur with these stipulation(s) and recommend the Probationary Cabaret License be issued for the Shadow Hill Ranch Property DBA Country Thunder Music Festival.

<b>Reporting Deputy Sheriff:</b>	<b>2<sup>nd</sup> Reporting Deputy Sheriff:</b>	<b>Supervisor:</b>
Capt. K. Weyker 148		

APPLICATION FOR PROBATIONARY CABARET LICENSE

Kenosha County, Wisconsin

DATE: May 31, 2016

TO THE KENOSHA COUNTY BOARD OF SUPERVISORS:

I, as holder of a Class B Liquor License, hereby apply for a Probationary Cabaret License for:

<u>Shadow Hill Ranch</u>	<u>11514 Richmond Road, Randall, WI 54810</u>
Name of Premises	Address
<hr/>	
<u>730 North Gallatin Pike, Madison TN 37115</u>	
Mailing Address	Zip Code

Located in the Town of Randall, in the County of Kenosha from the date hereof for **6 months**, ( an application for a regular cabaret license will be sent upon expiration of the probationary license) and I hereby agree to deposit **\$200.00** for said license and to comply with all the provisions of the Cabaret License Ordinance adopted by the County Board and in effect March 6, 2001 and all the laws of the State of Wisconsin pertaining thereto.

Gary Martin GARY D MARTIN  
PRINT LICENSE HOLDER'S NAME

Gary D Martin  
Signature of Applicant (Must be license holder)

715-83-42377 or 785-23-65559  
Day-time Telephone Number

**A PHOTOCOPY OF YOUR CLASS B LIQUOR LICENSE MUST BE SUBMITTED WITH THIS APPLICATION**

**NOTE: AN UPDATED LIQUOR LICENSE MUST BE FILED WITH THE CLERK'S OFFICE FOLLOWING RENEWAL IN JULY**

COMBINATION  
FORM

# CLASS B RETAIL LICENSE

NO. . . . . 1 . . . . .

for the sale of

\$ . . . . 350,00 . . . . .

## FERMENTED MALT BEVERAGES and INTOXICATING LIQUORS

WHEREAS, the local governing body of the ~~City~~ - Town - ~~Wagon~~ of . . . . Randall . . . . .

County of . . Kenosha . . . . ., Wisconsin, has, upon application duly made, granted and authorized the issuance of a Retail Class "B" License to . Licensing AZ-WI Ranch LLC., . Gary Martin, . Agent . . to sell Fermented Malt Beverages as defined by and pursuant to Section 125.26(1) of the Statutes of the State of Wisconsin, and Local Ordinances and the said applicant has paid the treasurer the sum of \$ . 150,00 . . . . . for such Class "B" Retailer's Fermented Malt Beverage License as required by local ordinances,

AND WHEREAS, the local governing body has granted and authorized the issuance of a "Class B" Intoxicating Liquor License to said applicant to sell intoxicating liquor as defined in and pursuant to Section 125.51(3) of the Statutes of the

State of Wisconsin and local ordinances and the said applicant has paid to the treasurer the sum of \$ . 200,00 . . . . for such "Class B" Intoxicating Liquor License as provided by local ordinances and has complied with all the requirements necessary for obtaining such licenses, LICENSES ARE HEREBY ISSUED to said applicant to sell, deal and traffic in, at retail, Fermented Malt Beverages and Intoxicating Liquors at the following described premises: . . . . .

. . . . . Country Thunder Music Festival . . . . .  
. . . . . 11514 Richmond Road . . . . .  
. . . . . Twin Lakes, WI . 53181 . . . . .

FOR THE PERIOD from . . . July . 1 . . . . ., . . . 2016, to . . . . June . 30 . . . . ., . . . 2017 . . . . .  
Year Year

Given under my hand and the corporate seal of the  
(~~City~~ - Town - ~~Wagon~~) of . . Randall . . . . .

County of . . . Kenosha . . . . ., State of Wisconsin,

this . . . 31st day of . . . May . . . . . 2016 . . . . .  
Year

*Calvin Buckner*

(Corporate Seal)

Clerk

This License must be FRAMED and POSTED in a conspicuous place in the room where Fermented Malt Beverages and Intoxicating Liquors are sold or served.

KENOSHA COUNTY  
1010 56th Street  
Kenosha, WI 53148

5/31/2016 Receipt Number: 160004600  
4:31 PM Received by : REGB  
FROM: COUNTRY THUNDER EAST LLC

Cabaret License-Probab            200.00  
SHADOW HILL RANCH

Dance Hall & Cabaret  
100-140-1410-1000-4401

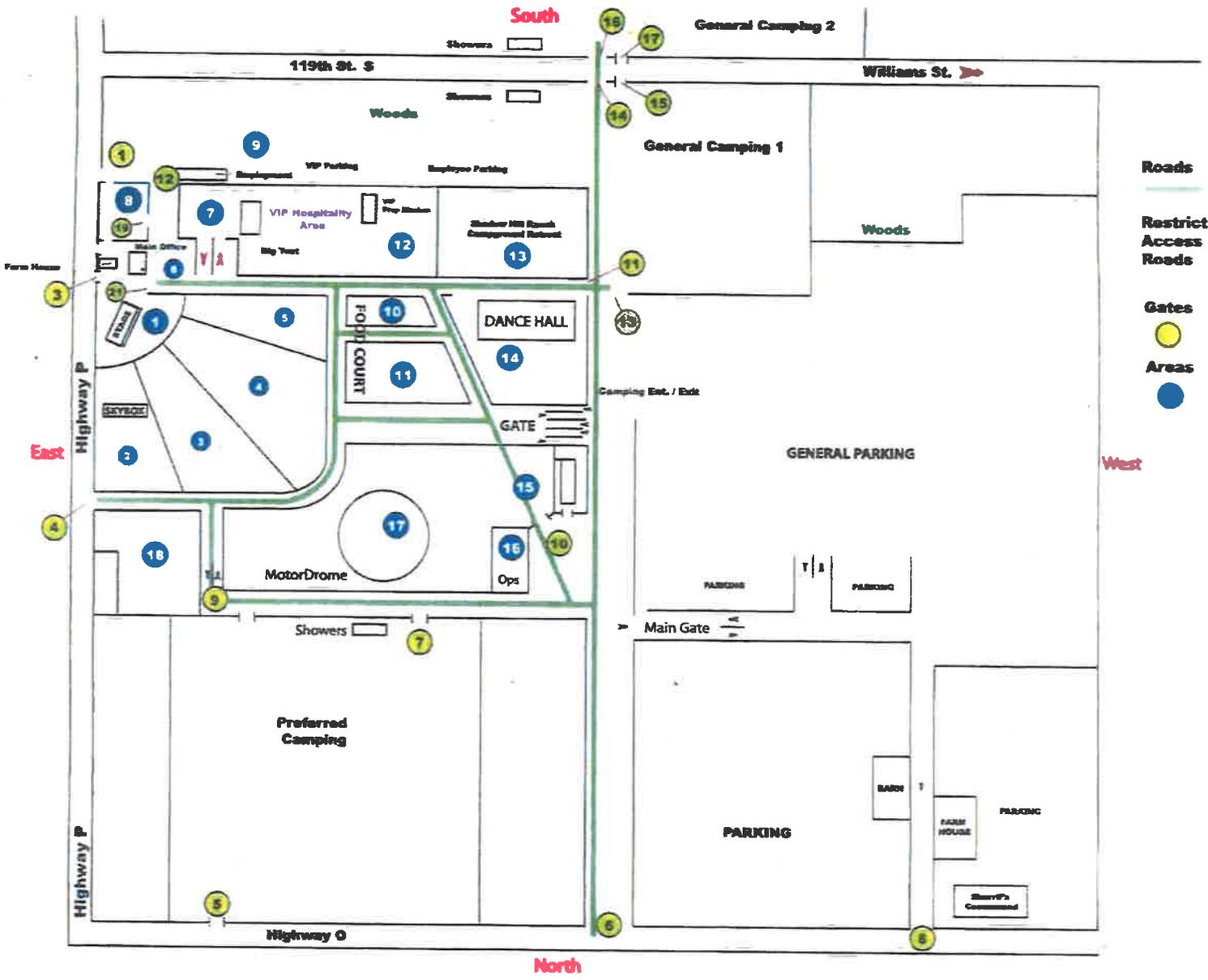
Receipt Total . :                    200.00  
Amount Tendered :                   200.00  
Change . . . . :                    .00

Payment Rcvd: Cash :                .00  
                  Check :               200.00  
                  Charge:                .00  
                  Other :                .00

FOR CHECK PAYMENTS, RECEIPT IS  
NOT VALID UNTIL THE CHECK HAS  
CLEARED ALL BANKS.

**Gates**

- ① VIP, Employee and Handicap Parking Entrance/Exit
- ② Main Gate Parking
- ③ Preferred Camper Vehicle Gate
- ④ Preferred Campers Walk Gate
- ⑤ VIP Entrance and Exit
- ⑥ All General Camping Entrance/Exit Walk Gate
- ⑦ Vehicle & Walk Gates General Camping 1 & 2
- ⑧ Backstage Entrance



- Roads
- Restricted Access Roads
- Gates
- Areas



# Correction Officer Classification and Compensation Study

APRIL, 2016

SEGAL WATERS CONSULTING  
KENOSHA COUNTY SHERIFF'S DEPARTMENT  
KENOSHA COUNTY DIVISION OF PERSONNEL SERVICES  
KENOSHA COUNTY OFFICE OF PAYROLL

# Scope of Work

**The study analyzed and made recommendations on the following**

- **Wages**
- **Attrition**
- **Scheduling**
- **Staffing**
- **Overtime**

# Sources of Information

- **Private Sector Resources**

- Economic Research Institute (ERI), Salary Assessor 2014
- Economic Research Institute (ERI), Health Care Benefits Benchmarking Survey 2013
- IBM Kenexa, Comp Analyst 2014
- Kenosha Area Business Alliance (KABA) 2014
- Towers Watson Data Services, General Industry Compensation Surveys 2013/2014
- Towers Watson Data Services, General Industry Employee Benefit Policies and Practices 2013
- World at Work, Paid Time Off Programs and Practices 2014

- **Public Sector Resources**

- County Corrections operations with Civilian Officers
  - Waukesha County, WI
  - Brown County, WI
  - Racine County, WI
  - Rock County, WI
  - Washington County, WI
  - Lake County, IL
  - La Crosse County, WI
  - Fond du Lac County, WI
  - Eau Claire County, WI
  - Marathon County, WI
  - Sheboygan County, WI

- **Kenosha County Payroll Statistics**

- **Kenosha County Sheriff's Department**

# Wages/Benefits

## Findings of the Study – Base Wages

Kenosha County COs as a percentage of public and private sector market based on 2080 working hours		
	Range Minimum	Range Maximum
Kenosha County	\$37,107	\$46,883
Public Sector*	\$44,250	\$54,055
<b>Percent of Market</b>	<b>84%</b>	<b>87%</b>
Private sector occupations with similar education and comparable skills in Kenosha County, examples include: dispatchers, construction laborers, truck drivers, protective services workers (not sworn), shipping receiving and traffic clerks		
Private Sector**	\$35,340	\$57,880
<b>Percent of Market</b>	<b>105%</b>	<b>81%</b>
<b><i>Target Percent of Market = 95% to 105%</i></b>		

\*Public Sector Market Study, Segal, 2015; \*\*Department of Labor, 2015

# Wages/Benefits

## Findings of the Study – Base Hourly Wages

Kenosha County COs as a percentage of public and private sector market based on 2080 working hours		
	Range Minimum	Range Maximum
Kenosha County	\$17.84	\$22.54
Public Sector*	\$21.27	\$25.99
<b>Percent of Market</b>	<b>84%</b>	<b>87%</b>
Private sector occupations with similar education and comparable skills in Kenosha County, examples include: dispatchers, construction laborers, truck drivers, protective services workers (not sworn), shipping receiving and traffic clerks		
Private Sector**	\$16.99	\$27.83
<b>Percent of Market</b>	<b>105%</b>	<b>81%</b>
<b><i>Target Percent of Market = 95% to 105%</i></b>		

\*Public Sector Market Study, Segal, 2015; \*\*Department of Labor, 2015

# Wages/Benefits

## Findings of the Study – Base Hourly Wages

Kenosha County COs as a percentage of public and private sector market based on 2080 working hours

	Range Minimum	Range Maximum
Kenosha County	\$17.84	\$22.54
Public/Private Sector	\$19.13	\$26.91
Percent of Public/Private Market	93%	84%
<i>Target Percent of Market = 95% to 105%</i>		

# Wages/Benefits

## Findings of the Study – Base Wages plus Health Benefit

Kenosha County COs wages and benefits compared to public and private sector markets based on 2080 working hours		
	Range Minimum	Range Maximum
Kenosha County (\$14,388)	\$51,445	\$61,221
Public Sector (\$13,152)	\$57,401	\$67,207
Private Sector (\$10,355)	\$45,695	\$68,235
Market Average Public & Private Sectors	<b>\$51,549</b>	<b>\$67,721</b>

# Wages/Benefits

## Total Cost Per Hour

Kenosha County COs wages and benefits compared to public and private sector market based on 2080 working hours		
	Range Minimum	Range Maximum
Kenosha County	\$24.73	\$29.43
Public Sector	\$27.60	\$32.31
Private Sector	\$21.97	\$32.81
Market Average (Public & Private Sectors)	<b>\$24.78</b>	<b>\$32.56</b>

# Wages/Benefits

## Difference Total Cost Per Hour

Kenosha County COs relative market position compared to public and private sector markets based on 2080 working hours		
	Range Minimum	Range Maximum
Kenosha County	\$24.73	\$29.43
Public Sector	-\$2.86	-\$2.88
Private Sector	\$2.76	-\$3.37
Market Average (Public & Private Sectors)	-\$0.05 (0.3% below market)	-\$3.13 (13.9% below market)

# Wages/Benefits

- Increase to Base Pay to Equal Market Total Compensation

Market position relative to average public/private sector Markets		
	Range Minimum	Range Maximum
Public Sector	16.1%	12.8%
Private Sector	-15.5%	15.0%
Market Average (Public & Private Sectors)	0.3%	13.9%

# Wages/Benefits

## Conclusion

- Target wage is 95% to 105% of market
- Kenosha County starting wages are at 100% of the public/private market but 85% of the public market, which is the primary competitor for corrections officers.
- Kenosha County is nearly 14% below market for long term COs.
- Kenosha County needs to improve starting wage to effectively compete in both private and public markets
- Kenosha County needs to improve top wages for long term COs.

# Wages/Benefits

## Wage Distribution

Number of Corrections Officers/Years of Service								
	New	1 year	2 years	3 years	4 years	5 years	6 years	Total
Pre-Trial	6	6	7	0			36	55
KCDC	6	10	6	7			55	84
Total	12	16	13	7			91	139
Percent of Total	8.6%	11.5%	9.4%	5.0%			65.5%	

# Wages/Benefits

## Recommendation

- Kenosha County adopts a wage schedule which offers a market advantage. Current wage schedule NE5 is recommended.
- Implementation August 1, 2016
- Cost \$121,525 (\$303,580 budgeted)

	Minimum	Maximum
Proposed	\$19.57/hour	\$24.86/hour
Current	\$17.84/hour	\$22.54/hour
Difference	\$1.73	\$2.32

*Note: Admission Release Specialists were also evaluated in the study. ARS's are above market for wages. No change in wages is recommended.*

# Wages/Benefits

Minimum	Maximum
\$19.57/hour	\$24.86/hour

- Minimum is 110% of public/private market but at 95% of the public sector market, primary competitor for Corrections Officers  
Cuts the middle for competitive wage in both markets
- Maximum is 98% of the combined market placing it within the target range

# Wages/Benefits

## Implementation Strategy

- Corrections Officers will be placed in NE5, August 1, 2016
- Corrections Officers whose wages are below the new starting wage will be lifted to the new starting wage on August 1.
- Corrections Officers who are at the top of the former range will receive the 1.5% across the board wage increase approved in the 2016 budget.
- All other COs eligible for a step increase under the former range will receive the greater of the step increase or 1.5%, on their scheduled anniversary date.
- Beginning on January 1, 2017, COs will be eligible for an increase of 3% of the range midpoint on the employee's anniversary date.

# Attrition

## First year attrition rate

- In 2013, 2 CO's quit before completing their first year (18% of new hires)
- In 2014, 7 CO's quit before completing their first year (41% of new hires)
- In 2015, 5 CO's quit before completing their first year (29% of new hires)

# Attrition

## Current responses

- Interview includes a detailed discussion of unique aspects of working in the jail
- All candidates tour the facility before accepting a job offer
- The County Board has authorized hiring and training two positions over the fixed post minimums to alleviate staffing gaps created by attrition

## Why the problem?

- Jobs elsewhere in the market offer comparable wages and better working conditions for the same level of education, skills and experience.

# Attrition

## Recommendation

- In addition to proposed starting wage increase add a two step first year increase; three percent of the midpoint at six months and three percent of the midpoint at one year.
- Continue the practice of maintaining a staff of two more then fixed post minimums

# Scheduling

5 days on, 2 days off, 4 days on, 2 days off

- Employee schedule totals 2022 hours per year
  - Creates eight 32 hour weeks for each employee annually
    - Schedule is designed to allow officers to select an additional 8 hour shift in the short week to complete the 40 hour work week
  - 5 – 2 schedules equal about 2080 per year

It takes 9 months from the date of hire to fully train a Corrections Officer

# Scheduling

## Fully staffed

- If the inmate population were at capacity
  - The Pre-Trial Facility would require 63 officers
    - Plus 7 officers to compensate for non-productive hours
  - The Detention Center would require 107 officers
    - Plus 11 officers to compensate for non-productive hours

It is very unusual for either facility to be at capacity, in fact the inmate population is declining

*Non-productive hours = A&S, FML, Worker's Comp, Paid Time Off*

# Scheduling

Reasons local inmate population is declining

- Innovative programs
  - Home Detention – electronic monitoring
  - Work Crew – electronic monitoring
  - Drug Court
  - OWI Court
  - Retiree Staffing
  - Vacating underutilized dormitories

# Scheduling

## Traditional Staffing

- The Pre-Trial Facility has 43 fixed post assignments per day
- The Detention Center has 61 fixed post assignments per day
- Fluctuations in inmate population are covered with overtime
- Under this staffing arrangement non-productive hours result in 7 FTE at the Pre-Trial Facility and 9 FTE at the Detention Center
- There are currently 4 defunded positions at the Detention Center and 6 defunded positions at the Pre-Trial facility

*Non-productive hours = A&S, FML, Worker's Comp, Paid Time Off*

# Staffing

## Retiree Staffing

- The Sheriff has initiated a program where retired Corrections Officers work part time and are scheduled into vacant shifts
  - Decreases overtime

# Overtime

## Corrections Officer Overtime

- There has been a steady decrease in overtime incurred by the Corrections Operation over the past two years.

	Overtime 2014	Overtime 2015	Increase (Decrease)
Pre-Trial	\$911,746	\$856,166	(\$55,580)
KCDC	\$1,029,491	\$711,099	(\$318,392)
Total	\$1,941,236	\$1,567,265	(\$373,971)

- Going forward with ten unfunded positions saves \$625,878 The cost to fill the defunded positions is \$692,001, a variance of \$66,123.
- Significant reduction in KCDC overtime attributed, in part, to the refunding of two positions in 2014

# Overtime

## Forced Overtime

- There is a general perceptions that forced overtime occurs frequently
  - Deterrent to retention
  - Creates significant morale issue
  - Young employees are disproportionately forced to work overtime

# Overtime

## Forced Overtime

- Percentage of forced overtime shifts
  - 15% at the Pre-trial Facility
    - 2014 289 eight hour shifts; 2015 297 eight hour shifts
  - 10% at KCDC
    - 2014 383 eight hours shifts; 2015 257 eight hour shifts
      - 2015 additional two positions
- Employee can protect themselves from being forced by electing to work voluntary overtime according to the Department's overtime policy.
- A policy which requires employees to work 40 hours/week (i.e. pick up one shift during the 32 hour week) will positively impact overtime, in general.
- FLSA overtime regulations for Corrections officers allows for 171 hours over 28 days before overtime is paid.

# Staffing/Overtime

## Review

- The 5 – 2, 4 – 2 schedule has eight pay periods of 72 hours.
- Kenosha County has staffed its Corrections facilities at the mandatory fixed post level and balanced variations in inmate census by using overtime funds
- The introduction of innovative corrections programs and the retiree corrections officer pool has contributed to the downward trend in overtime
- Forced overtime is manageable at 10% - 15% percent especially with the overtime policies which allow employees to chose their own overtime shifts protecting them from being forced
- Reducing two of the unfunded positions at KCDC has made a significant improvement in overtime at that facility.

# Staffing/Overtime

## Recommendations

- Re-fund two of the unfunded positions at the Pre-Trial Facility
  - Re-funding two jobs at KCDC made a significant improvement in overtime
  - As overtime declines by the variety of scheduling initiatives, two hires should have a more than one-third impact on overtime at the Pre-Trial Facility
  - Reassess for the 2017 budget
- Continue existing alternatives to incarceration and continue finding others

# Review of Recommendations

- Increase wages to competitive market rate by moving Corrections Professionals into wage range NE5.
  - \$121,525 of budgeted implementation costs 2016 budget
- Introduce a first year retention incentive of two first year wage increases, 3% of the range midpoint.
- Re-fund two of the unfunded positions in the Pre-Trial facility. Monitor the success rate on reducing overtime.
  - \$125,000 full year impact