



**FINANCE COMMITTEE  
THURSDAY, SEPTEMBER 7, 2017 - 7:30 A.M.  
CONFERENCE ROOM N-1 – FIFTH FLOOR  
ROCK COUNTY COURTHOUSE-EAST**

**AGENDA**

1. Call to Order and Approval of Agenda
2. Citizen Participation, Communications and Announcements
3. Approval of Minutes – August 17, 2017 and August 23, 2017
4. Committee Review and Approval of Per Meeting Allowances
5. Transfers and Appropriations
6. Committee Endorsement
  - A. Amending the 2017 Human Services Department Budget to Accept Funding for Juvenile Early Intervention Services
  - B. Authorizing Purchase of Replacement Emergency Management Vehicle and Amending the Rock County Sheriff's Budget (Contingent on Public Safety & Justice Committee approval.)
  - C. Amending the Land Conservation Department Budget to Allow for Reimbursement of Gypsy Moth Program Fund Balance
  - D. Accepting ALS Technology Projects 2017 Grant and Amending the Arrowhead Library System Budget (Contingent on Arrowhead Library System Board approval.)
7. Discussion and Update on August 2017 Settlement
8. Discussion and Possible Action on Donation of Property Taken as Part of In Rem Process
9. Discussion and Possible Action on the Spencer Street, Edgerton Price – as Part of In Rem Process
10. Discussion and Possible Action on the Village of Clinton Parcels – as Part of In Rem Process
11. Discussion, Update and Possible Action on In Rem Properties, Policy and Practice
12. Discussion and Possible Action on Opening Bid Prices of the Foreclosed Tax Lien Properties and Auction Date/Time
13. Semi-Annual Report – Attendance at Conventions/Conferences
  - A. County Clerk
  - B. Finance
  - C. Information Technology
  - D. Land Records
  - E. Register of Deeds
  - F. Treasurer
14. Adjournment

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

AGENDA NO. \_\_\_\_\_

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

Human Services Board  
INITIATED BY



Lance Horozewski  
DRAFTED BY

Human Services Board  
SUBMITTED BY

August 15, 2017  
DATE DRAFTED

**Amending the 2017 Human Services Department Budget  
To Accept Funding for Juvenile Early Intervention Services**

1 **WHEREAS**, the Wisconsin Department of Children and Families (DCF) awarded the Human Services  
2 Department \$33,600 in juvenile justice early intervention funds for early intervention services for  
3 juveniles at risk of serious delinquency; and,  
4

5 **WHEREAS**, the Department has partnered with Community Action, Inc. to provide evidence-based  
6 mentoring and positive youth development programming for youth enrolled in the program; and,  
7

8 **WHEREAS**, the goals of the mentoring program includes improving academic performance, delaying  
9 initiation of sexual activity, preventing the entrance into the juvenile justice system, improving self-  
10 efficacy and establishing a career path plan.  
11

12 **NOW, THEREFORE, BE IT RESOLVED** by the Rock County Board of Supervisors duly assembled  
13 this \_\_\_\_\_ day of \_\_\_\_\_, 2017, does hereby authorize the acceptance of the juvenile early  
14 intervention funds.  
15

16 **BE IT FURTHER RESOLVED**, that the Human Services Department budget for 2017 be amended  
17 as follows:  
18

	Budget	Increase	Amended
	<u>8/1/17</u>	<u>(Decrease)</u>	<u>Budget</u>
19 Account/Description			
20 <u>Source of Funds</u>			
21 36-3656-0000-42200	\$121,360	\$33,600	\$154,960
22 State Aid			
23			
24			
25 <u>Use of Funds</u>			
26 36-3656-0000-62119	\$0	\$33,600	\$33,600
27 Other Contracted Services			

Respectfully submitted,

HUMAN SERVICES BOARD

Brian Knudson  
Brian Knudson, Chair

Absent  
Ashley Kleven

Absent  
Sally Jean Weaver-Landers, Vice Chair

Kathy Schatz  
Kathy Schatz

Karl Dommershausen  
Karl Dommershausen

Terry Thomas  
Terry Thomas

Terry Fell  
Terry Fell

Shirley Williams  
Shirley Williams

Linda Garrett  
Linda Garrett

FINANCE COMMITTEE ENDORSEMENT

Reviewed and approved on a vote of \_\_\_\_\_.

\_\_\_\_\_  
Mary Mawhinney, Chair                      Date

FISCAL NOTE:

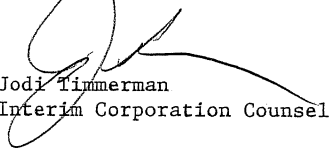
This resolution authorizes the acceptance and expenditure of \$33,600 in State Aid for juvenile early intervention services. No County matching funds are required.



Sherry Oja  
Finance Director

LEGAL NOTE:

The County Board is authorized to accept grant funds pursuant to sec. 59.52(19), Wis. Stats. As an amendment to the adopted 2017 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to sec. 65.90(5)(a), Wis. Stats.



Jodi Timmerman  
Interim Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith  
County Administrator

### **Executive Summary**

The Wisconsin Department of Children and Families (DCF) has awarded the Human Services Department \$33,600 for early intervention juvenile justice funding. The funding must be utilized to support keeping youth out of the juvenile justice system.

The Department partners with Community Action, Inc. to provide evidenced-based mentoring and positive youth development programming for youth participating in their mentoring program. The goals of the mentoring program include improving academic performance, delaying initiation of sexual activity, preventing entrance into the juvenile justice system, improving self-efficacy and establishing a career path plan.

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

AGENDA NO. \_\_\_\_\_

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

Sheriff Robert D. Spoden  
INITIATED BY



Diane Michaelis  
DRAFTED BY

Public Safety and Justice Committee  
SUBMITTED BY

August 30, 2017  
DATE DRAFTED

**Authorizing Purchase of Replacement Emergency Management  
Vehicle and Amending the Rock County Sheriff's Budget**

1 **WHEREAS**, on July 19, 2017, the Sheriff's Office's Emergency Management vehicle was damaged  
2 beyond repair in an accident; and,  
3

4 **WHEREAS**, section 2.218 (4) of the Purchasing Ordinance does allow Rock County to purchase a  
5 replacement vehicle through a cooperative purchasing agreement with the State of Wisconsin under  
6 Contract #505ENT-M17-2017VEHICS-00; and,  
7

8 **WHEREAS**, Ewald Automotive Group, of Oconomowoc, Wisconsin, was awarded the State contract for  
9 law enforcement vehicles; and,  
10

11 **WHEREAS**, the Sheriff's Office and the Purchasing staff have reviewed the State of Wisconsin bid  
12 specifications and recommend purchasing one Ford Interceptor Utility from Ewald Automotive Group;  
13 and,  
14

15 **WHEREAS**, funds of \$2,500 are available in the 2017 Motor Vehicles budget to cover the insurance  
16 deductible.  
17

18 **NOW, THEREFORE, BE IT RESOLVED** by the Rock County Board of Supervisors duly assembled  
19 this \_\_\_\_\_ day of \_\_\_\_\_, 2017 that a Purchase Order be issued to Ewald Automotive  
20 Group, of Oconomowoc, Wisconsin, in the amount of \$27,156, for the purchase of a 2017 Ford Interceptor  
21 Utility, to replace Squad #59.  
22

23 **BE IT FURTHER RESOLVED** that the Sheriff's Office 2017 budget be amended as follows:  
24

<u>Account/ Description</u>	<u>Budget 08/01/17</u>	<u>Increase (Decrease)</u>	<u>Amended Budget</u>
<u>Source of Funds</u>			
21-2100-0000-46205	\$5,404	\$24,656	\$30,060
Compensation-Loss Fix Assets			
<u>Use of Funds</u>			
21-2100-0000-67105	\$343,233	\$24,656	\$367,889
Motor Vehicles			

Respectfully submitted,

PUBLIC SAFETY AND JUSTICE COMMITTEE

FINANCE COMMITTEE ENDORSEMENT

\_\_\_\_\_  
Mary Beaver, Chair

Reviewed and approved on a vote of \_\_\_\_\_

\_\_\_\_\_  
Henry Brill, Vice Chair

\_\_\_\_\_  
Mary Mawhinney

\_\_\_\_\_  
Date

\_\_\_\_\_  
Brian Knudson

\_\_\_\_\_  
Terry Fell

\_\_\_\_\_  
Phillip Owens

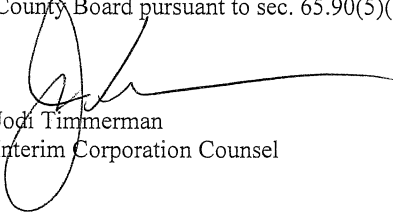
FISCAL NOTE:

This resolution authorizes the purchase of a replacement vehicle for Emergency Management. This vehicle will be funded mainly by insurance proceeds. The remaining \$2,500 will be funded by existing budgeted funds.

  
Sherry Oja  
Finance Director

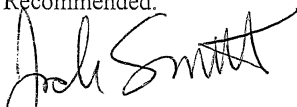
LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 59.51, Wis. Stats. In addition, sec. 59.52(29), Wis. Stats. requires the project to be let to the lowest responsible bidder. As an amendment to the adopted 2017 County Budget, this Resolution requires a 2/3 vote of the entire County Board pursuant to sec. 65.90(5)(a), Wis. Stats.

  
Jodi Timmerman  
Interim Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.

  
Josh Smith  
County Administrator

### **Executive Summary**

On July 19, 2017, the Sheriff's Office's Emergency Management vehicle was damaged beyond repair in an accident. Under Section 2.218 (4) of the Purchasing Ordinance, Rock County can utilize the State of Wisconsin bid to purchase vehicles through a cooperative purchasing agreement.

Ewald Automotive Group, of Oconomowoc, Wisconsin, was awarded the State contract for law enforcement vehicles. The Sheriff's Office and the Purchasing staff reviewed the State of Wisconsin bid specifications and recommend purchasing a 2017 Ford Interceptor Utility from Ewald Automotive Group, of Oconomowoc, Wisconsin. The Ford Interceptor Utility will replace Squad #59, a 2016 Trail Blazer.

The cost of the Ford Interceptor Utility is \$27,156. The budget will be amended by \$24,656. Funds of \$2,500 are available in the 2017 Motor Vehicles budget to cover the insurance deductible.

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

AGENDA NO. \_\_\_\_\_

**RESOLUTION**

**ROCK COUNTY BOARD OF SUPERVISORS**

Land Conservation Committee  
INITIATED BY



Thomas Sweeney  
DRAFTED BY

Land Conservation Committee  
SUBMITTED BY

August 7, 2017  
DATE DRAFTED

**AMENDING THE LAND CONSERVATION DEPARTMENT BUDGET TO ALLOW FOR REIMBURSEMENT OF GYPSY MOTH PROGRAM FUND BALANCE**

1 **WHEREAS**, the Land Conservation Department has been notified by the City of Beloit that their Urban  
2 Forestry program priorities have changed from the Gypsy Moth Suppression Program to tree removal due  
3 to mortality by the Emerald Ash Borer; and,  
4

5 **WHEREAS**, the City of Beloit has requested that their prorated funds from the Gypsy Moth Suppression  
6 Fund Balance be reimbursed to assist with their funding for the tree removal in the urban landscape; and  
7

8 **WHEREAS**, the City of Beloit was a primary contributor to the Gypsy Moth Program fund balance to  
9 assure that funding was available for the suppression program, even if federal grants were not; and,  
10

11 **WHEREAS**, the Land Conservation Department determined the prorated amount due back to the City of  
12 Beloit based on program costs, federal grants received, the amount of funding the City of Beloit  
13 contributed, and the balance of the fund; and,  
14

15 **WHEREAS**, the Land Conservation Department needs to amend their 2017 budget to accommodate this  
16 request. The current budget does not include the budgetary authority to expend costs associated with the  
17 reimbursement.  
18

19 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled  
20 this \_\_\_\_\_ day of \_\_\_\_\_, 2017, authorizes the Land Conservation Committee to reimburse  
21 the City of Beloit the appropriate amount owed from the Gypsy Moth Program Fund Balance; and,  
22

23 **BE IT FURTHER RESOLVED**, that the Land Conservation Department's budget be amended as  
24 follows:

<u>Account/Description</u>	<u>Budget</u>	<u>Increase</u>	<u>Amended</u>
<u>Source of Funds</u>	<u>1/1/17</u>	<u>(Decrease)</u>	<u>Budget</u>
62-6340-0000-46400 Fund Balance	\$1,000	\$3,554	\$4,554
<u>Use of Funds</u>			
62-6340-0000-62119 Other Contracted Services	\$2,000	\$3,554	\$5,554



AMENDING THE LAND CONSERVATION DEPARTMENT BUDGET TO ALLOW FOR REIMBURSEMENT OF GYPSY MOTH PROGRAM FUND BALANCE

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Respectfully submitted,

LAND CONSERVATION COMMITTEE

\_\_\_\_\_  
Richard Bostwick, Chair

\_\_\_\_\_  
Alan Sweeney, Vice Chair

\_\_\_\_\_  
Stephanie Aegerter

\_\_\_\_\_  
Wes Davis

\_\_\_\_\_  
Brenton Driscoll

\_\_\_\_\_  
Kara Hawes

\_\_\_\_\_  
James Quade, USDA-FSA Representative

\_\_\_\_\_  
Jeremy Zajac

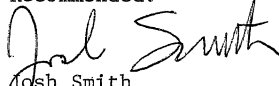
FINANCE COMMITTEE ENDORSEMENT:

Reviewed and approved on a vote of \_\_\_\_\_.

\_\_\_\_\_  
Mary Mawhinney, Chair                      Date

ADMINISTRATIVE NOTE:

Recommended.

  
Josh Smith  
County Administrator

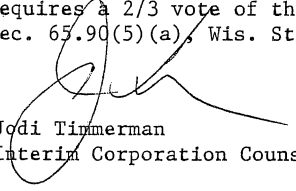
FISCAL NOTE:

This resolution authorizes a payment to the City of Beloit for a portion of the Gypsy Moth Suppression Program fund balance. The estimated 2017 fund balance is \$8,604.

  
Sherry Oja  
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to §§ 59.01 & 59.51, Wis. Stats. As an amendment to the adopted 2017 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to sec. 65.90(5)(a), Wis. Stats.

  
Jodi Timmerman  
Interim Corporation Counsel

**Executive Summary**

The City of Beloit has requested reimbursement from the Gypsy Moth Suppression program fund balance in the sum of \$3,553.48. A fund balance was established for this program to assure appropriate funding was available even if federal grants were not available or were not at 100% of the program costs. Due to the Emerald Ash Borer's presence in the urban area of Beloit, the City is experiencing an extremely high Ash Tree mortality rate, which in turn has put a financial stress on the Urban Forestry Budget. All infected ash trees on City owned property need to be removed.

The Gypsy Moth program commenced during 2005, with the first aerial spraying completed in May of 2006. The program continues today with staff from the Land Conservation Department mainly working with private landowner groups outside the first infected areas of the City of Beloit and Town of Beloit. Fund balances continue to fund staff to inventory infected areas to assure the population of this pest remains at a very low level so reinfection of urban and suburban areas doesn't occur.

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

AGENDA NO. \_\_\_\_\_

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

Steven T. Platteter  
INITIATED BY



Steven T. Platteter  
DRAFTED BY

Arrowhead Library System Board  
SUBMITTED BY

August 29, 2017  
DATE DRAFTED

**ACCEPTING ALS TECHNOLOGY PROJECTS 2017 GRANT AND AMENDING  
THE 2017 ARROWHEAD LIBRARY SYSTEM BUDGET**

1 **WHEREAS**, the Arrowhead Library System (ALS) has been notified of the approval of the Arrowhead  
2 Library System's ALS Technology Project 2017 grant #2017-539926-LSTA-251; and,  
3

4 **WHEREAS**, the ALS Board has accepted the grant for a total of \$9,620.  
5

6 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled  
7 this \_\_\_\_\_ day of \_\_\_\_\_, 2017 hereby amends the Arrowhead Library System's budget as  
8 follows:  
9

<u>Account Number/ Description</u>	<u>Budget at 09/01/17</u>	<u>Increase (Decrease)</u>	<u>Amended Budget</u>
<u>Source of Funds:</u>			
51-5275-2017-42100/ Federal Aid	-0-	\$9,620	\$9,620
<u>Use of Funds:</u>			
51-5275-2017-62119/ Contractual Services	-0-	\$9,620	\$9,620

Respectfully submitted,

ARROWHEAD LIBRARY SYSTEM BOARD

\_\_\_\_\_  
Richard Bostwick, President

\_\_\_\_\_  
Adam Dinnes

\_\_\_\_\_  
Wes Davis

\_\_\_\_\_  
Janet Haag

\_\_\_\_\_  
Maribeth Miller

\_\_\_\_\_  
Jose Carrillo

\_\_\_\_\_  
Bill Wilson

FINANCE COMMITTEE ENDORSEMENT

Reviewed and approved on a vote of \_\_\_\_\_.

\_\_\_\_\_  
Mary Mawhinney, Chair                      Date

ACCEPTING ALS TECHNOLOGY PROJECTS 2017 GRANT AND AMENDING THE 2017  
ARROWHEAD LIBRARY SYSTEM BUDGET

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FISCAL NOTE:

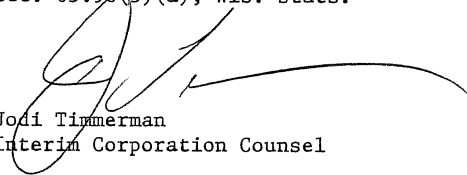
This resolution authorizes the acceptance and expenditure of \$9,620 in Federal Aid for the ALS Technology Project. No County matching funds are required.



Sherry Oja  
Finance Director

LEGAL NOTE:

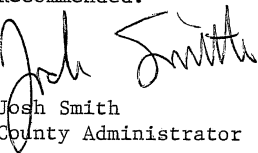
The County Board is authorized to accept grant funds pursuant to sec. 59.52(19), Wis. Stats. As an amendment to the adopted 2017 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to sec. 65.90(5)(a), Wis. Stats.



Jodi Timmerman  
Interim Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith  
County Administrator

Grant # 2017-539926-LSTA-251

Accepting Arrowhead Library System's *ALS Technology Projects 2017* & Amending the 2017 Arrowhead Library System Budget

Summary of Grant: The Arrowhead Library System (ALS) has maintained a shared catalog (also known as an Integrated Library System or ILS) of the seven member Rock County libraries known as RockCat since 2007. RockCat is based on the Innovative Interfaces Inc. (iii) Millennium software and is currently an outdated legacy system. . In early 2016, as part of a strategic planning process, the directors of the ALS member libraries identified the migration to a next generation ILS as a priority. An ILS Exploration Committee was formed, which recommended that ALS join the SHARE Consortium, the shared catalog of the Lakeshores (Walworth & Racine counties) and Kenosha County Library Systems. On March 15, 2017, the ALS member library directors sent this recommendation to ALS Board which approved it at the April 12, 2017 Arrowhead Library System Board meeting. Funds from this grant will be used to help fund the migration of RockCat records into the new SHARE ILS

	Budgeted 2017	Revised
51-5275-2017-42100 Federal Aid	0	\$9,620
51-5275-2017-62119 Contractual Services	0	\$9,620

ALS Board Members  
Bill Wilson  
Richard Bostwick – President  
Wes Davis  
Adam Dinnes  
Janet Haag  
Jose Carrillo  
Maribeth Miller

*ROCK COUNTY, WISCONSIN*

*Office of the Rock County Clerk  
51 South Main Street  
Janesville, WI 53545*

*Lisa Tollefson, Rock County Clerk  
Jenny Stanek, Deputy*



*Office (608) 757-5660  
Fax (608) 757-5662  
[www.co.rock.wi.us](http://www.co.rock.wi.us)  
[tollefson@co.rock.wi.us](mailto:tollefson@co.rock.wi.us)*

July 5, 2017

TO: Finance Committee Chair Mawhinney and Committee Members  
Cc: Josh Smith, Administrator

Re: Semi-Annual Report Attendance at Conventions/Conferences

Dear Chair Mawhinney and Committee Members;

Per Resolution 06-9A-087 & 96-8A-050, I am required to submit semi-annually all instances of attendance at all training, conventions and conferences that exceed costs of \$1,000 per event, per employee.

January 1, 2017 – June 30, 2017

No training, convention, or conference attended exceeded \$1,000.

Respectfully Submitted,

A handwritten signature in cursive script, appearing to read "Lisa Tollefson".

Lisa Tollefson  
Rock County Clerk

**MEMORANDUM**

DATE: August 28, 2017  
TO: Finance Committee  
FROM: Sherry Oja, Finance Director  
RE: Semi-Annual Report of Training Costs Exceeding  
\$1,000 per Employee per Event

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In accordance with Resolution 06-9A-087, adopted September 14, 2006, below is the Finance Department's semi-annual report of training costs exceeding \$1,000 per event for the period January 1, 2017 through June 30, 2017.

***GFOA Conference, Denver, CO  
May 21-May 26, 2017***

<b>Attendee</b>	<b>Registration Fees</b>	<b>Travel</b>	<b>Lodging</b>	<b>Meals</b>	<b>Total</b>
Sherry Oja Finance Director	\$ 535.00	\$ 485.00	\$ 1,017.60	\$ 97.51	\$ 2,135.11

***SUGA, Nashville, TN  
June 12-15, 2017***

<b>Attendee</b>	<b>Registration Fees</b>	<b>Travel</b>	<b>Lodging</b>	<b>Meals</b>	<b>Total</b>
Susan Balog Assistant to the Finance Director	\$ 410.00	\$ -	\$ 928.75	\$ 202.44	\$ 1,541.19
Sherry Oja Finance Director	\$ 410.00	\$ 723.81	\$ 1,101.60	\$ 149.18	\$ 2,384.59

Information Technology  
Semi-Annual Report  
Training/Conferences over \$1,000  
01/01/2017 – 06/30/2017

Date	Staff	Class	Location	Mileage Food	Hotel	Air/Msc	HP9000 HP3000	Network	Misc. Telecom	Total
1/23/17-1/27/17	Shelly	Mitel	Mesa, AZ	\$144.47	\$679.56	\$434.70			\$638.00	\$1,896.73
5/22/17-5/26/17	Tim	Citrix	Orlando, FL	\$49.39	\$600.82	\$370.10		\$1,445.00		\$2,465.31
5/30/17-6/2/17	Tracy	Mitel	SanAntonio, TX	\$43.09	\$697.02	\$699.03			\$495.00	\$1,934.14
6/5/17-6/9/17	Tracy	HP Disc	LasVegas, NV	\$22.47	\$1,183.68	\$551.64			\$1,595.00	\$3,352.79
6/19/17-6/23/17	Todd	SUGA	Nashville, TN	\$194.00	\$768.00	\$387.40	\$410.00			\$1,759.40
6/24/17-6/30/17	Dave	Cisco	LasVegas, NV	\$191.10	\$803.87	\$458.96		\$2,790.00		\$4,243.93
<b>Total</b>				<b>\$644.52</b>	<b>\$4,732.95</b>	<b>\$2,901.83</b>	<b>\$410.00</b>	<b>\$4,235.00</b>	<b>\$2,728.00</b>	<b>\$15,652.30</b>



ROCK COUNTY, WISCONSIN



**Real Property  
Description Department**  
51 South Main Street  
Janesville, WI 53545  
(608) 757-5610

**MEMORANDUM**

DATE: August 8, 2017

TO: Finance Committee

FROM: Michelle Schultz, Real Property Lister/LIO *MS*

RE: Semi-Annual Report – Attendance at Conferences/Conventions

No member of the Land Records Committee used Land Records funds in attending any training, conference or convention that exceeded the cost of \$1,000 per event, per employee over the past six months.

Cc: Josh Smith



## MEMORANDUM

DATE: 08/09/2017  
TO: Mary Mawhinney, Finance Committee Chair  
CC: Josh Smith, County Administrator  
FROM: Sandy Disrud  
RE: Semi-Annual Report – Attendance at Conventions/Conferences

For the period January 1, 2017 – July 31, 2017, the Register of Deeds office did not have any training, conventions, or conferences that exceeded the total cost of \$1000 per event/per employee.

**Michelle L Roettger**  
County Treasurer

Stephanie L Kleinheinz  
Deputy Treasurer



Office of County Treasurer  
51 South Main Street  
P. O. Box 1508  
Janesville, Wisconsin 53547-1508  
Office: 608/757-5670  
Fax: 608/757-5577

*ROCK COUNTY, WISCONSIN*

To: Finance Committee

From: Michelle Roettger, Rock County Treasurer

Date: August 9, 2017

Re: Semi-Annual – Attendance at Conferences/Conventions

No staff member in the Treasurer's Office attended any training, conference, or convention that exceeds the cost of \$1,000 per event, per employee over the past six months.

Cc: Josh Smith