

Board of Supervisors 51 South Main Street Janesville, WI 53545 (608)757-5510

COUNTY BOARD STAFF COMMITTEE TUESDAY – SEPTEMBER 29, 2015 – 4:00 P.M. CONFERENCE ROOM N-1 – FIFTH FLOOR ROCK COUNTY COURTHOUSE-EAST

Agenda

- 1. Call to Order & Approval of Agenda
- 2. Citizen Participation, Communications and Announcements
- 3. Approval of Bills/Transfers/Pre-Approved Encumbrances
- 4. Resolution
 - A. Repealing Health Insurance Benefits for Employees in Same Sex Qualifying Domestic Partnerships
 - B. Amending and Approving the 2015 Unilateral Pay Grid Appendix A-1 Sheriff's Command Staff and Creating a New Appendix A-2 Correctional Supervisor
 - C. To Ratify the 2016-2017 Labor Agreement Between Rock County and the Correctional Officer's Association
 - D. To Ratify the 2016-2017 Labor Agreement Between Rock County and the Deputy Sheriff's Association
- 5. Discussion and Possible Action on Cell Tower at the Rock County Fairgrounds
- 6. Discussion and Possible Action on Cell Tower at the W. Court Street Tower
- 7. **EXECUTIVE SESSION:** Per Section 19.85(1)(c), Wis. Stats. Performance Evaluation County Administrator
- 8. Adjournment

Rock County

COMMITTEE APPROVAL REPORT

09/23/2015

Account Number	Account Name	PO#	Inv Date	Vendor Name		Inv/Enc Amt
03-1110-0000-63107	PUBL & LEGAL					
		P1500403	08/31/2015	BELOIT DAILY NEWS		78.77
	Budget	YTD E	∃xp	YTD Enc	Pending	Closing Balance
	15,000.00	5,427	7.53	0.00	78.77	9,493.70
03-1110-0000-64201	CONVENTION EXP	1		1000		
		P1503094	09/14/2015	WISCONSIN COUNTI	ES ASSOCIATION	220.00
	Budget	YTD E	Ξχρ	YTD Enc	Pending	Closing Balance
	4,500.00	2,225	•	0.00	220.00	2,055.00
		·C	OUNTY BOAR	RD PROG TOTAL	298.77	

I have examined the preceding bills and encumbrances in the total amount of

Claims covering the items are proper and have been previously funded. These items are to be treated as follows: A. Bills and encumbrances over \$10,000 referred to the Finance Committee and County Board.

- B. Bills under \$10,000 to be paid.
- C. Encumbrances under \$10,000 to be paid upon acceptance by the Department Head.

Date:	SEP 2 9 2015	Dept Head	
		Committee Chair	

Rock County

COMMITTEE APPROVAL REPORT

09/23/2015

Account Number	Account Name	PO#	Inv_Date	Vendor Name		Inv/Enc-Amt
08-1420-0000-61920	PHYSICALS	P1500055	09/01/2015	WISCONSIN DEPAR	TMENT OF JUSTIC	357.00
	Budget 6,000.00	YTD E 4,944	-	YTD Enc 0.00	Pending 357.00	Closing Balance 699.00
08-1420-0000-63100	OFC SUPP & EXP	P1502969	08/31/2015	AMC3 IDENTITY SO	LUTIONS	193.00
	Budget 5,500.00	YTD E 3,994	•	YTD Enc 1,028.55	Pending 193.00	Closing Balance 284.40
08-1420-0000-63107	PUBL & LEGAL	P1500052	08/31/2015	BELOIT DAILY NEW		135.05
		P1500053	08/31/2015	JANESVILLE GAZET	TE INC	363.69
	Budget 25,000.00	YTD E 12,468	•	YTD Enc 0.00	Pending 498.74	Closing Balance 12,032.60
08-1420-0000-64417	RH EXPENSES	P1500053 P1500055	08/31/2015 09/01/2015	JANESVILLE GAZET WISCONSIN DEPAR		25.24 240.00
	Budget 8,500.00	YTD E 5,722	•	YTD Enc 0.00	Pending 265.24	Closing Balance 2,512.71
	A 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	HUMA	N RESOURC	ES PROG TOTAL	1,313.98	

I have examined the preceding bills and encumbrances in the total amount of \$1,313.98

- B. Bills under \$10,000 to be paid.
- C. Encumbrances under \$10,000 to be paid upon acceptance by the Department Head.

Date; SE	SEP 2 9 2015	Dept Head	
		Committee Chair	

Claims covering the items are proper and have been previously funded. These items are to be treated as follows: A. Bills and encumbrances over \$10,000 referred to the Finance Committee and County Board.

Rock County Transfer Request - Over \$1,000

TO: FINANCE DIRECTOR Date		Transfer No. <u>15-67</u>	
Requested By Katie Maxwell - Hum Depart		Annette Mikula Department He	ad
FROM:	AMOUNT	TO:	AMOUNT
Account #: 08-1420-0000-61100		Account #: 08-1420-0000-67160	
Description: Regular Wages	\$14,000.00	Description: Capital Assets	\$14,000
Current Balance: \$108,718			
Account #:		Account #:	
Description:		Description:	
Current Balance:			
Account #:		Account #:	
Description:		Description:	
Current Balance:			
Account #:		Account #:	
Description:		Description:	
Current Balance:			
EASON FUNDS ARE AVAILABLE FO acant Human Resources Director Position in 2015		R - <u>BE SPECIFIC</u>	
EASON TRANSFER IS NECESSAR		<u>IC</u>	
ffice furniture for four (4) private offices in Human	Resources.		
		•	
SCAL NOTE:		ADMINISTRATIVE NOTE:	
ufficient funds are available for transfer.	13	Recommended. G-24-15	
EQUIRED APPROVAL	DATE	V <u>committee cha</u>	<u>AIR</u>
Governing Committee	A Commission of the Commission		·
Finance Committee			

Distribution: **EMAIL** Sherry Oja and Susan Balog

RESOLUTION NO.	AGENDA NO	

RESOLUTION ROCK COUNTY BOARD OF SUPERVISORS

SUPERVISOR BRENT FOX INITIATED BY



JODI TIMMERMAN DRAFTED BY

JULY 8, 2015 DATE DRAFTED

FINANCE COMMITTEE
SUBMITTED BY

	SUBMITTED BY
	REPEALING HEALTH INSURANCE BENEFITS FOR EMPLOYEES IN SAME SEX QUALIFYING DOMESTIC PARTNERSHIPS
1 2 3	WHEREAS, the County of Rock extended healthcare benefits, prescription drug coverage, dental insurance and other employee benefits to all same sex qualifying domestic partners of County employees effective March 1, 2014;
4 5 6 7	WHEREAS, said benefits were extended to same sex qualifying domestic partners of County employees as same sex marriage was not legally recognized in Wisconsin at that time;
8 9	WHEREAS, on September 4, 2014, following a decision from the United States Court of Appeals for the 7 th Circuit, same sex marriage became legal in the State of Wisconsin;
10 11 12	WHEREAS, on June 26, 2015, following a decision from the United States Supreme Court, same sex marriage was legalized for the entire country;
13 14 15 16	WHEREAS, as a result of these court decisions, domestic partner healthcare coverage is no longer needed to provide individuals in same sex relationships the same rights as those that exist for individuals in heterosexual relationships;
17 18 19 20 21	NOW, THEREFORE, BE IT RESOLVED that the County will no longer extend healthcare benefits, prescription drug coverage, dental insurance, or other employee benefits to individuals in same sex domestic partnerships. Those provisions set forth in Rock County Resolution No. 14-1B0498 are repealed.
22 23	BE IT FURTHER RESOLVED, that this resolution shall become effective on
	Respectfully submitted:
	FINANCE COMMITTEE
	Mary Mawhinney, Chair
	Sandra Kraft, Vice Chair
	Mary Beaver
	Brent Fox
	J. Russell Podzilni

REPEALING HEALTH INSURANCE BENEFITS FOR EMPLOYEES IN SAME SEX QUALIFYING DOMESTIC PARTNERSHIPS Page 2

COUNTY BOARD STAFF COMMITTEE	
J. Russell Podzilni, Chair	
Sandra Kraft, Vice Chair	
Eva Arnold	
Henry Brill	
Betty Jo Bussie	
Alan Sweeney	ADMINISTRATIVE NOTE:
Mary Mawhinney	Matter of policy.
Louis Peer	John Smith
Terry Thomas	Josh Smith County Administrator

LEGAL NOTE:

The County Board is authorized to take this action pursuant to sec. 59.01, 59.51 and 59.52(11), Wis. Stats.

Jødi Timmerman

Deputy Corporation Counsel

FISCAL NOTE:

No additional fiscal impact.

Sherry Oja Finance Director

Executive Summary

With the September 4th, 2014 decision by the United States Court of Appeals for the 7th Circuit, same sex marriage became legal in Wisconsin. On June 26th, 2015 the decision from the United States Supreme Court legalizing same sex marriages for the entire country sets the foundation to repeal providing health insurance benefits for domestic partners of employees of Rock County.

Previous to these court rulings, people in same sex domestic partnerships were not able to become legally married, therefore an employee of Rock County in a same sex domestic relationship was not eligible to provide health insurance benefits to their domestic partner.

As a result of these court rulings, individuals with same sex domestic partners can now legally marry and will be eligible to have access to the same health insurance benefit programs as all other qualifying married employees.

By approving this resolution, we will be taking measures to deny any requests to provide health insurance benefits to any domestic partners, same sex or heterosexual, of non-married employees of Rock County.

RESOLUTION NO.	AGENDA NO.

RESOLUTION ROCK COUNTY BOARD OF SUPERVISORS

Annette Mikula, HR Director INITIATED BY

County Board Staff Committee
SUBMITTED BY



Annette Mikula, HR Director

DRAFTED BY

September 17, 2015

DATE DRAFTED

AMENDING AND APPROVING THE 2015 UNILATERAL PAY GRID APPENDIX A-1 SHERIFF'S COMMAND STAFF AND CREATING A NEW APPENDIX A-2 CORRECTIONAL SUPERVISOR

1 WHEREAS, the Unilateral Pay Plan was increased by 1.5% effective January 1, 2015, and 2 3 WHEREAS, the Deputy Sheriff's Supervisors, have received a wage settlement that represents a wage 4 increase of 2.5% effective January 1, 2015, along with an additional 1% employee contribution to their 5 WRS retirement cost effective January 1, 2015 (net 1.5% salary increase); and 7 WHEREAS, Section 18.109, Sheriff's Office Command Staff, of the Rock County Personnel 8 Ordinance reads in part as follows: In addition to the benefits provided to other unilateral employees, 9 if the following provisions of the labor agreement with the Rock County Deputy Sheriffs Supervisors 10 Association are modified, such modifications shall be extended to the Chief Deputy (CB resolution 11 Nov. 9, 1993); Commanders (CB resolution Nov 15, 1991); and Captains (CB resolution Dec. 31, 12 2008)... Retirement; and 13 14 WHEREAS, it is proposed to increase the Unilateral Pay Plan, Appendix A-1, by an additional 1% 15 (the Unilateral Pay Plan was increased by 1.5% earlier this year) effective January 1, 2015 to offset the 16 additional 1%-employee paid contribution by the Command Staff to their WRS retirement contribution 17 on January 1, 2015; and 18 19 WHEREAS, the Correctional Supervisor is part of the Unilateral Pay Plan in Grade 17; and, 20 21 WHEREAS, it is proposed to create a separate pay grid in the Unilateral Pay Plan (Grid A-2) for the 22 Correctional Supervisor that places the position at Grade 17A; and 24 WHEREAS, it is proposed to have Grade 17A be 1% greater than Grade 17 in the Unilateral Pay Plan 25 to offset an additional 1% employee paid contribution by the Correctional Supervisor to their WRS 26 retirement contribution on January 1, 2015; and 27 28 NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors , 2015 hereby approves the County's 2015 29 assembled this ____ day of ___ 30 Unilateral Pay Grid Appendix A-1 by increasing each step by an additional 1.0% effective January 1, 31 2015, and creates the County's 2015 Unilateral Pay Grid Appendix A-2 effective January 1, 2015; and 32 33 BE IT FURTHER RESOLVED, to require the Sheriff's Command Staff and the Correctional 34 Supervisor to pay an additional 1% of their WRS retirement contribution beginning on January 1, 35 2015.

AMENDING AND APPROVING THE 2015 UNILATERAL PAY GRID APPENDIX A-1 SHERIFF'S COMMAND STAFF AND CREATING A NEW APPENDIX A-2 CORRECTIONAL **SUPERVISOR**

Page 2

Respectfully submitted,

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COUNTY	ROARD	SIARR	CONIN	VI I I H.H.

J. Russell Podzilni, Chair	Alan Sweeney
Sandra Kraft, Vice Chair	Mary Mawhinney
Eva Arnold	Louis Peer
Henry Brill	Terry Thomas
Betty Jo Bussie	_

FISCAL NOTE:

Wage

Add'l Base

Overall %

Compensation

<u>Increase</u>

Compensation

Increase

Sheriff's Command Staff Pay Grid A-1 and Correctional Supervisor Grid A-2

2015

\$1,346,970.90

1.0% eff 1/1/2015

\$10,966.87

0.81%

(Employee paid 1% Retirement Contribution eff 1/1/2015) - \$9,017.78

-0.67%

0.14%

Finance Director

LEGAL NOTE:

County Board is authorized to take this action pursuant to § 59.22(2), Wis, Stats.

Jeffrey S. Kuglitsch

Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.

Josh Smith

County Administrator

AMENDING AND APPROVING THE 2015 UNILATERAL PAY GRID APPENDIX A-1 SHERIFF'S COMMAND STAFF AND CREATING A NEW APPENDIX A-2 CORRECTIONAL SUPERVISOR

Page 3

Executive Summary

The purpose of this resolution is to provide for the parameters established in Personnel Ordinance, 18.109, Sheriff's Office Command Staff. This section requires the County to extend any provisions, including retirement to the Sheriff's Office Command Staff, which have been agreed to with the Rock County Deputy Sheriff's Supervisors Association. The Command Staff includes the Chief Deputy, the Commanders, and the Captains.

The 2015 settlement with the Deputy Sheriff's Supervisors Association included a 2.5% across the board (ATB) wage increase, and an offsetting corresponding 1% employee paid contribution to their WRS retirement fund effective January 1, 2015. This resulted in a net pay increase of 1.5% (2.5% - 1.0% = 1.5%). The County Board approved the Deputy Sheriff's Supervisors 2015 contract on September 10, 2015.

Members of the Sheriff's Command are covered by the unilateral pay plan but historically have had their wage and benefits attached to the Deputy Sheriff's Supervisors unit through County Board resolutions.

The Correctional Supervisor is part of the Unilateral Pay Grid at Grade 17 and has had his retirement contribution at the same rate as the Deputy Sherriff's Supervisors. By creating a new Appendix A-2 in the Unilateral Pay Grid and moving the Correctional Supervisor into that grid at Grade 17A we can increase the pay rate by 1% without impacting any other positions included in Grade 17.

This resolution provides that the Sheriff's Command Staff and the Correctional Supervisor receive the same 1% pay adjustment retroactive to January 1, 2015 and that they pay an additional 1% of their WRS retirement cost retroactive to January 1, 2015, to match the Deputy Sheriff's Supervisors settlement. In order to accomplish this, the pay range for the Sheriff's Chief Deputy, Commanders and Captains included in the Unilateral Pay Plan Grid A-1 will be increased by an additional 1% ATB increase effective January 1, 2015 and the new Unilateral Pay Plan Grid A-2 will be created.

RESOLUTION NO.	AGENDA NO.

RESOLUTION ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee INITIATED BY

County Board Staff Committee SUBMITTED BY



Annette Mikula, HR Director DRAFTED BY

September 22, 2015 DATE DRAFTED

THE CORRECTIONAL OFFICERS IN THE SHEPIFE'S OFFICE

	THE CORRECTIONAL OFFICERS IN THE SHERIFF'S OFFICE				
1	WHEREAS, the County is subject to 111.70 of the Wisc	onsin Statutes; and			
3 4	WHEREAS, representatives of the Correctional Officer's Association have met with the County's Bargaining Team in an attempt to arrive at a mutual agreement on wages, hours and conditions of employment; and				
7	WHEREAS, the parties arrived at a tentative agreement on wages, hours and conditions of employment; and				
0	WHEREAS, the proposed wage settlement represents an overall increase of 1.25% with an across the board wage increase of 1.0% effective January 1, 2016 for all members of the unit, and a modification to the step progression sequence by deleting the 10 year step; and				
14	WHEREAS, the proposed wage settlement represents an across the board wage increase of 1.25% effective January 1, 2017 for all members of the unit; and				
7	WHEREAS, the membership of the Association has rational control of the Association control of the	fied the agreement; and,			
18 19 20	WHEREAS, a summary of the contractual agreement is attached.				
	NOW, THEREFORE, BE IT RESOLVED, that the Ro	ock County Board of Supervisors assembled			
	this day of , 2015 does here 2017 labor agreement between Rock County and the Cor	by ratify the terms and conditions of the 2016-			
23	2017 labor agreement between Rock County and the Cor	rectional Officer's Association.			
	Respectfully Submitted,				
	COUNTY BOARD STAFF COMMITTEE				
	J. Russell Podzilni, Chair	Louis Peer			
	Sandra Kraft, Vice Chair	Alan Sweeney			
	Eva Arnold	Terry Thomas			
	Henry Brill				
	Betty Jo Bussie				
	Mary Mawhinney				

TO RATIFY THE 2016-2017 LABOR AGREEMENT BETWEEN ROCK COUNTY AND THE CORRECTIONAL OFFICER'S ASSOCIATION Page 2 $\,$

FISCAL NOTE:

<u>2016</u>

Base	ATB Wage	Add'l Base	Overall
Compensation	Compensation	Compensation	% Inc.
\$4,029,628.85	1.00% eff. 1/1/2016	\$48,373.90	1.25%
	+ Step Modifications	S	

2017

Base	ATB Wage	Add'l Base	Overall
Compensation	Compensation	<u>Compensation</u>	<u>% Inc.</u>
\$4,078.002.76	1.25% eff. 1/1/2017	\$50,975.03	1.25%

Sherry Oja Finance Director

LEGAL NOTICE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 1,11.70, Wis. Stats.

Jeffrey S. Kuglitsch Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.

Vosh Smith

County Administrator

DEGOT LITTONI NIO	A CENTO A NIO
RESOLUTION NO.	AGENDA NO.
166666110111101	

RESOLUTION ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee INITIATED BY

County Board Staff Committee SUBMITTED BY



Annette Mikula, HR Director DRAFTED BY

September 23, 2015 DATE DRAFTED

TO RATIFY THE 2016-2017 LABOR AGREEMENT BETWEEN ROCK COUNTY AND DEPUTY SHERIFF'S ASSOCIATION

	DEPUTY SHERIFF'S ASSOCIATION				
1	WHEREAS, the County is subject to 111.70 of the Wisconsin Statutes; and				
3	WHEREAS, representatives of the Deputy Sheri Bargaining Team in an attempt to arrive at a mutua employment; and				
7 8 9	WHEREAS, the proposed wage settlement represents effective January 1, 2016; and	s an across the board wage increase of 1.25%			
0 1 2	WHEREAS, the proposed wage settlement representation of the proposed wage settlement representations of the proposed wage sett	s an across the board wage increase of 1.25%			
3	ratified the agreement; and				
5 6	5 WHEREAS, a summary of the contractual agreement	t is attached.			
7	7 NOW, THEREFORE, BE IT RESOLVED, that the	ereby ratify the terms and conditions of the 2016-			
	COUNTY BOARD STAFF COMMITTEE				
	J. Russell Podzilni, Chair	Louis Peer			
	Sandra Kraft, Vice Chair	Alan Sweeney			
	Eva Arnold	Terry Thomas			
	Hank Brill				
	Betty Jo Bussie				
	Mary Mawhinney				

TO RATIFY THE 2016-2017 LABOR AGREEMENT BETWEEN ROCK COUNTY AND THE DEPUTY SHERIFF'S ASSOCIATION

Page 2

FISCAL NOTE:

	Base	Add'l Base	Wage	Overall
	<u>Compensation</u>	Compensation	Increase	<u>% Inc.</u>
2016	4,712,121.73	58,901.52	1.25% eff. 1/1/2016	1.25%
	Base	Add'l Base	Wage	Overall
	Compensation	Compensation	<u>Increase</u>	% Inc.
2017	4,771,023.25	59,637.79	1.25% eff. 1/1/2017	1.25%

Sherry Oja Finance Director

LEGAL NOTICE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 111.70, Wis. Stats.

Jeffrey S. Kuglitsch Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.

Josh Smith

County Administrator

MEMORANDUM

DATE:

September 24, 2015

TO:

County Board Staff Committee

FROM:

Nick Osborne, Assistant to the County Administrator WLD

SUBJECT:

American Tower Proposal for Fairgrounds Cellular Tower

On November 18, 2008, Rock County began a contract with Global Tower to operate a cellular phone tower at the Rock County 4-H Fairgrounds. Global Tower's contract has since been purchased by American Tower and all lease terms remain the same.

Current Terms:

- 10 year lease starting in 2008 with four 5-year options to renew
- 3.5% increase in rent per year (2015 annual payment is \$28,765)
- One-time payment of \$10,000 for each new slot American Tower rents to a cellular carrier and 20% of rent payment to the County moving forward (2015 amount-\$1,000)
- A termination clause: after November 18, 2017 with one year written notice, the County may cancel lease if the land is needed for a "special purpose."

2014 Offer by American Tower

- 1 one-time payment of \$15,000 to extend current contract until 2088
- County Board Staff counter-proposal of \$15,000 for 10 year extension
- American Tower was not interested and did not counter

2015 Offer by American Tower

- First offer included option for American Tower to purchase land or easement for \$1 in 2065
- Revised offer- 1 one-time payment of \$10,000 to extend current contract until 2065, no option to purchase easement or land for \$1 in 2065

American Tower is interested in renting the remaining slots and they stated cellular carriers are not interested in leases under 50 years. This cellular tower has three slots, two of which are occupied (U.S. Cellular and Cricket). There is potential that Cricket will want to cease renting their slot as they recently did with the County owned cellular tower on West Court Street. As mentioned previously, the County receives 20% of the rent payments associated with renting these slots. This proposal may be a good opportunity if extending the lease could increase rental revenue.

Of note, there is another cellular tower on the Fairgrounds operated by Crown Castle. That tower has three slots, two of which are occupied by T-Mobile. Crown Castle has not been successful at renting the one available slot that has been vacant for many years and has not approached the County to extend their lease or change lease terms to make it more attractive to cellular carriers.

ROCK COUNTY, WISCONSIN



County Administrator's Office 51 South Main Street Janesville, Wisconsin 53545 Phone: 608/757-5510

Web Site: www.co.rock.wi.us

DATE:

September 24, 2015

TO:

County Board Staff Committee

FROM:

Randy Terronez,

Assistant to the County Administrator

RE:

AT & T Proposal – West Court Street Tower

AT & T rents tower space at the West Court Street Tower. The 2015 rate is \$1,143.29/month (\$13,719.48 annually) with an annual 1.25% increase built into the lease.

Earlier this year, AT & T proposed a 25 years lease extension (through 2044) but at lesser rate, approximately 20% less than the current rate. Rock County declined the offer.

Last year, AT & T merged with Cricket, another West Court Street cell provider. Subsequently, Cricket, in the spring of this year gave notice terminating their contract resulting in a \$24,000 annual revenue loss to the County. The revenue loss was somewhat offset by a lump sum termination payment of \$10,000.

Attached is AT & T's latest proposal extending the current lease under one of the following options:

- 1. 50 year extension with a lump sum payment of \$113,060, through year 2068. The payment represents approximately 8 years' worth of payments under the current lease terms or an illustrative monthly lease rate of \$188/month.
- 2. 35 year extension with a lump sum payment of \$100,980, through year 2053. The payment represents approximately 7 years' worth of payments under the current lease terms or an illustrative monthly lease rate of \$240/month.

Since the current lease expires in July 2018, it is suggested that the County decline the latest proposal and consider an extension closer to the lease expiration.

(Note: In 2003, the AT & T lease was within a few years of expiring. The company offered the County a longer-term 15 year contract but at a 25% lease reduction, citing industry turmoil/uncertainty. The County reluctantly accepted the terms.)