



# Sauk County, Wisconsin Executive Recruitment

Live, work and play  
in a progressive county with a  
balance of urban amenities  
and rural country charm

**Sauk County, Wisconsin  
Administrative Coordinator Recruitment**

**Position Announcement**

Moffett and Associates, LLC is pleased to announce the recruitment and selection process for an Administrative Coordinator for the County of Sauk with Administration Offices located in Baraboo, Wisconsin.

This announcement provides background information on Sauk County, its organization and service level, as well as the requirements and qualifications for the position.

Online Application Required: Applicants must apply no later than 11:59 p.m. on January 11, 2016 with an online application, letter of application, résumé, and contact information for five professional references. An optional “applicant confidentiality request” may be submitted for applicants desiring confidentiality under Wisconsin law.

The detailed position announcement, application information, resource documents, and a link to the Sauk County job online application process are available on the search consultant’s website at <http://www.moffett-associates.com/current-positions.html>.

**The County of Sauk is an Equal Opportunity Employer**

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## County-Community Profile

**County of Sauk, WI (pop. 63,379):** Sauk County is characterized by its rich agricultural areas, thriving family-oriented communities, diversified manufacturing, and highly valued natural resource features located in south central Wisconsin, approximately 40 miles northwest of Madison and 100 miles northwest of Milwaukee. The County is less than 250 miles from the Chicago and Minneapolis-St. Paul metropolitan areas. There are 300 miles of state highways, 298 miles of county trunk highways, and 1,100 miles of town, village and city roads. Interstate Highway 90/94 runs diagonally through the County and provides easy access to many major Wisconsin and Midwestern cities.

Sauk County is one of 72 units of county government in the State of Wisconsin and is a municipal quasi-corporation pursuant to Section 59, Wisconsin Statutes. The County encompasses 840 square miles and includes 22 towns, 14 villages, and 3 cities. The County provides regional government services and operations including a human services department, a law enforcement agency, a state circuit court system with three branches, a highway department, tax administration, an 82-bed skilled nursing facility, and other government related functions.

Sauk County is governed by a 31-member, non-partisan Board of Supervisors and is organized under the Administrative Coordinator form of government pursuant to Section 59.19, Wisconsin Statutes. There are approximately 15 committees that have policy oversight responsibilities for various County departments.

The Administrative Coordinator is responsible for policy compliance, future planning, the day-to-day operations for 27 departments with 678 employees and a 2016 operating budget of more than \$79.6 million. The County holds an Aa1 bond rating.

## County Vision and Mission Statement

**Vision:** To develop a service model for a thriving, progressive county government, founded on organizational flexibility, inherent capability and resources.

**Mission:** To provide essential services to the residents of Sauk County in a fiscally responsible manner that promotes safety, economic development, and stewardship of natural resources while encouraging the development of cultural, social, and community values that enhance human dignity.

## Sauk County Snapshot

Population	63,379
Households	25,206
Equalized Assessed Value	\$6.34 billion
Land Area	840 sq. mi.
Miles of Roads	1,698
Municipalities in County	39 (22 Towns, 14 Villages & 3 Cities)
Median Home Value	\$166,700
Median Household Income	52,140
Moody's Bond Rating	Aa1
Sauk County Employees	612.65 FTE's – 678 Total Employed
Total FY 2016 General Fund Budget	\$79.6M

## **County-Community Background**

Sauk County is a wonderful place to live offering diversity in work and recreation. The glacial bluffs exude natural rural beauty and there are many options for activities in this thriving County.

Sauk County's principal base of legislative and administrative operations is located in the city of Baraboo's historic downtown. The largest city in the County, Baraboo's 2010 population was 12,048 and it is situated along the banks of the Baraboo River.

**Sauk County Transportation Resources:** The County has excellent transportation links located on Interstate 90/94, along the Chicago-Milwaukee-Minneapolis/St. Paul corridor with easy access to many major Wisconsin and Midwestern cities.

The Dane County Regional Airport (MSN) is located in the adjacent Dane County (Madison, WI) with American Eagle Airlines, Delta Airlines, Frontier Airlines, and United Airlines serving the greater Dane County Metropolitan area. The airport is approximately 43 miles via Interstate 90 and provides flights to Atlanta, Chicago, Dallas-Fort Worth, Denver, Detroit, Minneapolis, New York, Newark, Salt Lake City and Washington DC.

**Sauk County Leisure and Recreation:** Sauk County offers several key visitor and leisure attractions. They are:

- The Lake Delton/Wisconsin Dells area has amusement and waterparks plus much, much more, and is a popular year-round leisure and tourist destination.
- Spring Green is a wonderful town, a place where local artisans have taken up shop to show off their many wares and talents.
- Baraboo is home to the Circus World Museum, the former headquarters and winter home of the Ringling Brothers circus. The Al. Ringling Theatre is an active landmark in the city.
- Baraboo is also near Devil's Lake State Park, the International Crane Foundation, and Aldo Leopold's Shack and Farm.
- The County offers an abundance of parks and recreational opportunities, including snowmobile trails and state and County campgrounds for hiking, camping and picnicking.



Sauk County is well-known for its Baraboo bluffs and Sauk Point is the County's highest point standing 1,593 above sea level.

**Sauk County Educational Resources:** The Sauk County region has K-12 public and private schools that enjoy an excellent reputation throughout the state. The County is served by the following six school districts:

- Baraboo School District
- Reedsburg School District
- River Valley School District (Spring Green & Plain)
- Sauk Prairie School District (Prairie du Sac & Sauk City)
- Wisconsin Dells School District (Lake Delton & Wisconsin Dells)
- Weston School District (NW Sauk County)

The County's higher (post-secondary) educational opportunities include the following:

- Madison Area Technical College (MATC) – Reedsburg Campus: MATC-Reedsburg provides technical and workplace skills training. The college awards associate degrees, technical diplomas, certificates and apprenticeships, and offers classes that transfer to four-year degree programs.
- Madison Area Technical College (MATC) – Truax and Downtown Madison Campuses: MATC-Madison is a nationally ranked community college. It is one of the largest of the Wisconsin Technical College System's 16 colleges and serves approximately 44,000 individuals, or about one in 12 district residents, annually. It provides a comprehensive curriculum of technical, liberal arts and sciences, adult basic education and continuing education, as well as customized employee training. The college awards associate degrees, technical diplomas and certificates and offers classes that transfer to four-year degree programs.
- University of Wisconsin - Baraboo/Sauk County: UW-Baraboo/Sauk County is the best start to a bachelor's degree and unlimited career opportunities. As a freshman/sophomore campus of the UW System, UW-BSC offers a wide variety of liberal studies and pre-professional degree courses, allowing students to begin virtually any major. After building an academic foundation at UW-Baraboo/Sauk County, students can continue their work toward a bachelor's degree at a UW baccalaureate campus or another college of their choice.
- University of Wisconsin – Madison: UW-Madison is the flagship research campus of the University of Wisconsin system located in downtown Madison, WI. The world-class university offers 137 undergraduate programs, 157 Master's degree programs and 133 Doctoral degree programs. UW-Madison also has professional degree programs in law, medicine, pharmacy and veterinary medicine.



Sauk County Healthcare Resources: Sauk County businesses and residents have access to an outstanding healthcare system and include the following:

- ◆ Reedsburg Area Medical Center, Reedsburg, WI: Reedsburg Area Medical Center is an independent, nonprofit organization that is locally controlled. The modern 24-hour facility has 25 acute care beds, 17 one day surgery beds, and in partnership with Reedsburg Area Senior Life Center, a 50 bed long term care and a 24 apartment assisted living facility.
- ◆ St. Clare Hospital – SSM Health Care, Baraboo, WI: St. Clare Hospital, located in Baraboo, is a leader in rural health care in south central Wisconsin. The hospital is a member of SSM Health Care, a St. Louis-based not-for-profit health system of hospitals and other health related entities and health care systems. In the fall of 2002, SSM Health Care (SSMHC) became the first health care organization in the country to be named a Malcolm Baldrige National Quality Award (MBNQA) winner.
- ◆ Sauk Prairie Healthcare, Prairie du Sac, WI: Sauk Prairie Healthcare is located in Prairie du Sac and operates four primary care clinics serving Lodi, Black Earth, Plain, and Spring Green. The hospital facility features 36 acute care beds and a full array of outpatient departments. The hospital has a full-time emergency department as well as an urgent care clinic. Sauk Prairie Healthcare has gained a regional reputation for excellence in orthopedics, general surgery, and gynecology.

Sauk County Demographics: Sauk County is one of the fastest growing counties in Wisconsin. The U.S. Census Bureau estimates the County's 2014 population at 63,379 people. This represents a 2.3% increase from the 2010 Census. This rate of growth is higher than that of the state as a whole. The median age of County residents is 39.4 years – which is higher than the state's median age and continues to grow at a rate in excess of the state median age.

The population is not diverse, and the two largest minority groups are Hispanic/Latino (4.9%) and American Indian (1.4%). There are 16,035 family households in the County with an average family size of 2.44 persons, which is comparable to that of the state as a whole.

There are 29,869 housing units in the County, of which 25,206 are occupied. Historically, seasonal and/or recreational housing units comprise 6.5% of the available housing. 70.1% of the occupied dwellings are occupied by the owners, which is 2.0% higher rate than that of the state as a whole.

A slightly lesser percentage (89.4%) of Sauk County residents have a high school diploma than the state average (90.4%), and a slightly lower percentage (21%) have a bachelor or graduate degree than the state average of 26.8%. Approximately 10.8% of Sauk County residents fall below the federal poverty standards.

Sauk County Demographic Snapshot	
White alone, percent, 2014	95.8%
Black or African American alone, percent, 2014	0.8%
American Indian and Alaska Native alone, percent, 2014	1.4%
Asian alone, percent, 2014	0.8%
Native Hawaiian and Other Pacific Islander alone, percent, 2014	>0.1%
Two or More Races, percent, 2014	1.2%
Hispanic or Latino, percent, 2014	4.9%

Sauk County Economy: Although heavily influenced by the leisure and hospitality (tourism) industry, Sauk County has been able to maintain a robust and diversified economy. The most recent 2013 estimates from the Wisconsin Department of Workforce Development indicate that while the leisure and hospitality sector accounts for approximately 22% of the total County job base with 8151 jobs; its aggregate wage share only accounts for 12.1 percent of the total payroll. It is followed closely by trade, transportation and utilities job base at 19.9% and manufacturing at 15.6%. When looked at in terms of percent of total payroll, manufacturing pulls far ahead of other sectors at 21.5%.

An anomaly in the data also occurs because the County's largest employer, the Ho Chunk Nation Casino, is a tribal enterprise, and its employees are grouped under the "Executive, Legislative and General Government", and "Public Administration" classifications respectively. The tribal nation operates a hotel and convention center, employees of which are grouped in public administration. Increases in this sector are due to a change in reporting.

Sauk County's total labor force estimate for June 2015 was 35,052. The County's June 2015 unemployment rate of 4.2% is lower than Wisconsin's 4.9% or the nation's 5.3%, and will likely recover quickly during recessions.

Sauk County's Prominent Employers - 2013		
Establishment	Service or Product	Employees
Ho-Chunk Nation	Tribal Governments	1,000 +
Lands' End	Mail-Order House	1,000 +
Kalahari Development, LLC	Hotels and Motels	500-999
County of Sauk	Executive/Legislative Offices	500-999
R R Donnelley & Sons	Commercial Gravure Printing	500-999
Wilderness Hotel & Resort Inc.	Hotels and Motels	500-999
Grede LLC	Iron Foundries	500-999
Great Wolf Resort	Hotels and Motels	250-499
Reedsburg Area Medical Center	Medical and Surgical Hospitals	250-499
Flambeau Inc.	Plastics Product Manufacturing	250-499

### Sauk County Challenges and Opportunities

The incoming Sauk County Administrative Coordinator will be faced with a number of challenges and opportunities that are not uncommon for a local county unit of government.

A challenging financial environment has become the norm. The County continues to adjust to changing economic conditions, resulting in the ability to maintain services without the use of fund balance to supplement diminishing ongoing revenue streams. Of note, for the first time in years the property valuations have begun to increase over the previous six years of declining values. Although it is premature to call this an upward trend other indications in the County show a positive change in the economy.

Some of the biggest challenges remain: the revenue limitations imposed by the state, declines in traditional funding streams from both the state and federal governments, and a high demand for services in a recovering economy.

Increasing Property Valuations: Overall equalized valuations in the County were up by 5.48% or \$329,400,200, after six years of declining values. All sectors of valuations increased except forest lands which decreased in value by 0.96% for a total change of \$879,700. This indicates stabilization in the housing market after five years of declines.

Revenue Limitations: Property tax limitations and dwindling federal and state funding compound the issues that arise with increasing costs to continue.

The intense legislative and public scrutiny of local government budgets continues in 2016, as the overall impact of property taxes paid on homes, businesses, and industries continues to be of concern. Wisconsin Statute §66.0602 limits property tax levy dollar growth by the percent of new construction (1.104% for 2016) or 0%, whichever is greater. Adjustments are available and have been taken for debt service, libraries and bridge aids.

As the federal and state governments contend with economic and political issues, grant funding is becoming a smaller and smaller portion of Sauk County's revenues – while mandates remain in force.

Demand for County Services: Each year the desire and demand for County services are evaluated within each budget cycle. Difficult economic times appear to be fading; however the constraints of the state on revenue limitations pressure each county. Each year as part of the budget process the County performs an annual evaluation of services. Every year the continued recognition of social needs is a balanced deliberation. Maintaining a stable taxation rate that is not subject to erratic swings, keeping any increases to a minimum and decreasing costs when possible, while ensuring that the services are provided against the costs to the taxpayer, and each year all services and programs of the County need to be evaluated, assessed, and scrutinized.

Property Tax Payers: The County property taxpayer, and their ability to pay, is a crucial component of budget construction. Balancing the taxpayer's ability to pay for the services provided is a key component of the Finance Committee's budget and are key considerations in the recommended budget.

Top Ten Strategic Issues (SI) for 2015 – 2017: The biennial strategic planning process is a key component for informing budget construction. Many components of this budget reflect the policy direction articulated through strategic planning and focused citizen input. Of the 24 strategic issues identified during the biennial strategic planning process, the top 10 are listed below and ranked as priorities 1-7:

1. Be able to effectively change behaviors of the drugged and drunk drivers. In order to attempt to create change, additional patrol officers are needed to create proactive enforcement rather than reactive enforcement. Achieve and maintain adequate staffing to keep pace with service demands and emerging public safety issues.
2. Establish, develop and expand the Nurse Family Partnership program to assist first time high risk mothers. Near 40 years of evidence proves huge tax savings, while strengthening families, babies and communities in the future (i.e. youth crimes and arrests lowered by 40%) resulting in cost "offsets" to government, insurers, and out of pocket payments by families.
3. Identify key areas of development for County parks and recreation based on analysis of opportunities identified in the Comprehensive Outdoor Recreation Plan and the Comprehensive Plan. Develop "Placemaking" as a regional initiative to align Countywide assets to showcase the County as premier place to live, work and play. Provide for the continued development of the regional recreational trails (i.e., Great Sauk Trail).
4. Address issues related to building security.
5. Continuously explore evolving green energy practices to include development of a plan to move Sauk County facilities toward carbon neutrality through business and public partnerships and implement these practices internally when feasible.
6. Continued proactive approach to employee wellness, including but not limited to incorporation of an employee fitness facility and other related initiatives.
7. Sauk County Health Care Center (SCHCC) is pursuing the development of the continuum of care campus through exploration of adding an assisted living facility.





## History of Sauk County

In the spring of 1838, three men staked out claims at the present site of Sauk City. By 1840, settlements had been established at what are now Prairie du Sac and Baraboo. Sauk County was formed in 1840 and was surveyed between 1840 and 1845.

In the years 1840 through 1860, Sauk County was in a pioneering phase. The population increased from a few hundred residents to almost 19,000 during that 20-year time frame. Principal activities included wheat farming and the raising of hops. The 1860's and 1870's saw another economic boom stimulated by the expansion of railroads through the County. Villages and cities were chartered and the number of farms in the County peaked at 3,886. By the turn of the century, the County population had exceeded 33,000 and the production of dairy products and row crops became more predominant in agriculture.



Population growth slowed during the early part of the twentieth century. Industrial development and tourism stimulated growth again in the decade immediately following World War II and most recently during the last 25 years.

The area around Baraboo was first settled by Abe Wood in 1838, and was originally known as the village of Adams. In 1846, it became the County seat of Sauk County after a fierce fight with the nearby village of Reedsburg. In 1852, the village was renamed "Baraboo," after the nearby river. It was incorporated as a city in 1882.



New England settlers set up several sawmills early in the history of what is now Baraboo because of its location near the Baraboo and Wisconsin Rivers.

The city of Baraboo was the home of the Ringling Brothers. From 1884 to 1917 it was the headquarters of their circus and several others, leading to the nickname "Circus City." Today Circus World Museum is located in Baraboo. A living history museum, it has a collection of circus wagons and other circus artifacts. It also has the largest library of circus information in the United States.



The museum previously hosted the Great Circus Parade, which carried circus wagons and performers through the streets of Baraboo, across the state by train, and then through downtown Milwaukee.

The Al. Ringling Theatre is a grand scale movie palace in downtown Baraboo, made possible through the financial assistance of the Ringling family. The Al. Ringling home still exists.

Located near Baraboo is the Badger Army Ammunition Plant, which was the largest ammunition factory during world during WWII, when it was known as "Badger Ordnance Works." The plant has been decommissioned and is no longer in use.

## **Administrative Coordinator Position**

### **The Position Overview**

Sauk County is seeking an experienced, progressive, collaborative professional with strong communication skills. The following education, experience, management, and leadership criteria have been identified by Sauk County as the knowledge, skills and abilities for candidates to possess and demonstrate.

Sauk County has enjoyed long-term stability in their top leadership position with the former Administrative Coordinator serving for more than nine years, and leaving the position for a County Administrator's position in a significantly larger Wisconsin county.

The work involves serving as the County's chief administrative officer and coordinating the administration for the County's legislated governmental activities. The position further coordinates the County annual budget process, County Board of Supervisors meetings, department head supervision, operations for County board committees – commissions – departments and agencies, County policy analysis and recommendations, represents the County in intergovernmental contracts, recommends and monitors long-term capital improvement projects, manage the County's state and federal grant process, serves as the County's point-of-contact for the media and civic groups, serves as the general County compliance officer, and represents the County Board as directed. The position is performed under the general supervision of the County Board of Supervisors.

The recommendation for appointment of a new Administrative Coordinator comes from the County's Executive and Legislative Committee, with confirmation by the Board of Supervisors.

### **The Candidate Qualifications Criteria**

**Education:** Candidates must have completed a Master's degree in business or public administration, management, government finance, economics, accounting, investment or related field from a regionally accredited institution. Advanced executive level training such as the ICMA Credentialed Manager program is preferred. A Bachelor's degree in business or public administration, management, government finance, economics, accounting, investment or related field from a regionally accredited institution will be considered in conjunction with a combination of relevant work experience.

**Experience:** A minimum of three to five years of progressively responsible management experience as a Chief Executive/Administrator or Deputy Chief Executive/Administrator in a high performing, comparably sized, growing community, business or non-profit organization with a wide range of duties in operation and management is required. Past experience of the individual must show high levels of performance in areas that include finance and budget, human resources, economic development and maintaining positive lines of communication at all levels. County management experience is preferred, but not required.

### **The Skills and Past Performance Benchmarks**

**Administrative Ability:** Must have demonstrated a high level of ability in ensuring administrative practices is well-organized and up to date in a changing community or organization. Must be able to analyze systems and provide recommendations with an eye to the future to develop efficient and highly responsive operations for a variety of diverse functions to ensure that they are operating efficiently. Must possess the ability to manage firmly, but fairly, and have the ability to make difficult

County Board-Committees-Staff Relations: Must have a demonstrated ability as a strong relationship builder with solid skills in working with groups such as the Board of Supervisors while managing the County's relationships with its citizens and maintain growing relationships with the County's Constitutional Officers. Understands the position's role and relationship with the Board of Supervisors in managing the daily operations of the County. Ability, interest and willingness to take time to work with the Board, Constitutional Officers, staff, citizens and various advisory bodies to ensure that they are well informed and understand complex and technical issues. Should be willing to provide an acceptable level of detail and adequately inform the Board on a regular basis to assure open communication, cooperation and transparency. Clear and concise written and oral communications with all audiences are essential. Must be willing to challenge the Board and staff with new ideas and be able to accept constructive criticism and to implement needed changes. The successful candidate must be able to present all sides of an issue that affect the County to all parties in a clear, concise and unbiased manner. The individual should be able to participate in development of sound County policies and directives, interpret the County's policies and carry out the intentions and directions of the Board of Supervisors with energy and enthusiasm.

Budget and Finance: Should have significant experience in successfully managing an operating and capital budget of comparable size and complexity while achieving results in a business-like, conservative manner. Must have a broad view of activities and events external to the County which could impact the County and its future financial condition. Must understand the various methods of maximizing resources, financing options and ensuring a wise use of limited public resources while demonstrating the need for and value of long range financial planning. A clear understanding of how emerging technologies play an important role and the requirement to have a detailed technology investment plan.

Human Resource Management: Should possess solid, high quality skills in managing all forms of relationships and a bright and engaged workforce; providing leadership to department heads but relying on the expertise of staff to carry out assigned functions. Provides the "big picture" to staff while not micro-managing processes. Must demonstrate a personality that can communicate the Board's goals, needs and directives to employees in a manner which allows for significant "buy-in." Must be engaged with and able to lead and motivate County employees under his/her direction to a continuing level of high performance and demonstrate fairness in dealing with staff.

Community Relations: Must be actively engaged and visible in the community and have the ability to understand the diverse and changing needs of various community groups and private sector entities in Sauk County. Candidate should be able to present a confident image of County government to the community at large.

Intergovernmental Relations: Familiarity with governmental structure and the ability to maintain and expand existing relationships with other local governments, regional organizations, the County school districts, and state and federal agencies. Ability to monitor and understand emerging trends in economic development and state-federal politics that may impact County's strategic positions and objectives.



### **The Ideal Candidate Qualities**

- Utter integrity; ensuring ethical, honest and personable interactions.
- A commitment to public service and representative democracy.
- Strong financial management skills with a depth of analytical and problem solving skills.
- Deft ability to communicate clearly and effectively.
- Strategic, visionary outlook with an ability to remain focused to the details of day-to-day operations.
- A commitment to customer service, continuous improvement, and excellence.
- Diplomatic and decisive leadership, combining intelligence and common sense with vision, initiative and courage.
- A commitment to “best practice” programming and research driven decision making.
- A positive, “can-do” attitude that infuses energy into subordinates.
- Comfort with and understands the role of technology in effective and efficient service delivery.
- Ability to work effectively in a diverse, inclusive and frequently changing environment.
- The skills to promote effective team building and consensus on established vision goals and objectives.

### **The Position Goals and Objectives**

As part of the 2016 budget process goals and objectives were established for the Administrative Coordinator. The new Administrative Coordinator should expect to work with the Board in evaluating and prioritizing these goals and objectives during the first year of employment. To review the current goals and objectives, please visit the search consultant’s website link shown on page 2.

### **The Compensation Package**

This exempt position salary range is \$93,766 to \$150,051 per year commensurate with experience. The County provides the following employer sponsored fringe benefits:

- Holiday leave
- Executive leave
- Sick leave
- Vacation leave
- Health and life insurance
- Wisconsin retirement system
- Wisconsin deferred compensation program
- Section 125 flexible spending account
- Mileage reimbursement and/or a fleet vehicle available for business travel
- Relocation package is negotiable

The County makes the following employee discretionary fringe benefits available:

- Dental insurance
- Vision insurance
- Short term disability insurance
- Critical illness insurance
- Accident insurance
- Identity theft insurance

### **The Selection Process**

The selection process will involve a series of application materials, questionnaires, and interviews; from which assessments are made to determine the highly qualified applicants - from which a group of semi-finalists and finalists will be selected.

The selection process will rely exclusively on the use of email and document attachments for all applicant correspondence. The email address is: [executive-search@moffett-associates.com](mailto:executive-search@moffett-associates.com).

Applicants identified to participate beyond the initial application phase will be asked to complete and submit additional application information. Applicants identified to participate in the semi-finalist phase will be asked to execute an affidavit authorizing the release of certain personal information. Semi-finalists will be subject to further evaluation, including a preliminary background records check.

The successful finalist selected for a conditional offer of employment will be required to successfully complete a pre-employment background investigation.

### **The Tentative Timeline**

The following is the tentative recruitment and selection timeline:

- Application Period: December 9, 2015 through January 11, 2016
- Process Applications, Assessments, and Interviews: January 12 through February 15, 2016
- Finalist Tours - Peer Review - Meet & Greet - Round 1 Interviews: February 24-27, 2016
- Selected Finalist Round 2 Interviews: March 7, 2016
- Sauk County Board Appointment: March 22, 2016

### **Equal Opportunity Employer and Recruiter**

Sauk County is an Equal Opportunity Employer. Qualified applicants are considered for employment without regard to race, color, religion, sex, national origin, (including pregnancy), age, sexual orientation, disability, or veteran status.

Moffett and Associates, LLC is an Equal Opportunity Employment Recruiter. Qualified applicants are considered for employment without regard to race, color, religion, sex, national origin, (including pregnancy), age, sexual orientation, disability, or veteran status.

Pursuant to the Americans with Disabilities Act, applicants may request a reasonable accommodation, if needed, to participate in the recruitment and selection process. Contact Ed Moffett by phone at (608) 516-9102, or by email at: [executive-search@moffett-associates.com](mailto:executive-search@moffett-associates.com).