



# MARATHON COUNTY BOARD MEMORANDUM

**TO:** Brad Karger

**FROM:** Kurt Gibbs, Chair, Marathon County Board of Supervisors

**DATE:** July 28, 2016

**SUBJECT:** Memorandum of Understanding of County Board Action

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This memorandum sets forth the terms and conditions of Administrator Karger's suspension and other requirements that were passed by the Marathon County Board of Supervisors on July 19, 2016, pursuant to sec. 59.18, Wis. Stats.

1. Suspension without pay begins 12:00 AM, July 25, 2016 and ends 11:59 PM, August 23, 2016.
2. This suspension will not affect employer's share of payment for ongoing benefits. Administrator Karger will only pay employee's share.
3. During period of suspension, Administrator Karger is not barred from Marathon County facilities or from having contact with Marathon County employees.
4. Administrator Karger shall be permitted use of Marathon County cell phone and e-mail.
5. Administrator Karger is serving an unpaid disciplinary suspension for 30 calendar days. He is not required to perform and will not be paid for any work done on behalf of Marathon County government during the period of suspension. In effect, this suspension shall result in a temporary reduction in salary for disciplinary purposes.
6. Administrator Karger shall present a plan to the Marathon County Executive Committee no later than September 24, 2016 for the purpose of repairing relationships between Administrator Karger and Marathon County Departments, the Marathon County Sheriff Department, the Wausau Police Department and other law enforcement agencies from Marathon County.
7. Marathon County Leadership commits to naming a work group to advise Administrator Karger regarding:
  - A. A list of stakeholders to be addressed by the plan,
  - B. A timeline for meetings with stakeholder representatives,
  - C. A description of the process to be used to repair relationships, and
  - D. A list of goals, agreements or other expectations to be met or produced by said meetings.

8. Administrator Karger shall put the plan presented to the Executive Committee into action and shall present the Executive Committee with a list of accomplishments no later than October 24, 2016.
9. No later than September 24, 2016, Administrator Karger shall draft a public statement, to be issued jointly with Marathon County leadership, regarding: "What happened at the demonstration and what went wrong." The statement may include:
  - A. Description by Administrator Karger of his own actions at the demonstration and explanation of his intent.
  - B. Acknowledgment by Administrator Karger that his actions could be perceived by other departments of county government and law enforcement agencies as being supportive of anti-government and anti-law enforcement messages.
  - C. Description by Administrator Karger of his understanding of how his conduct, under the circumstances, could be so interpreted.
10. Administrator Karger shall notify the Marathon County Corporation Counsel within five (5) working days from the date of receipt of this memorandum regarding any objection concerning the terms and conditions set forth herein. If no objection is received as provided above, the terms shall be deemed accepted.

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Kurt Gibbs, County Board Chair

BRAD KARGER  
1436 SUMNER ST  
WAUSAU WI 54403