

AGENDA
(THURSDAY) JULY 24, 2025 – 9:00 A.M.
OCONTO COUNTY BOARD OF SUPERVISORS MEETING
COUNTY BOARD ROOM #3041 – COURTHOUSE 3RD FLOOR – BLDG. A
301 WASHINGTON STREET, OCONTO, WI 54153

This is an open meeting of the Oconto County Board of Supervisors. Notice of this meeting was given to the public at least twenty-four hours prior to the meeting, by forwarding the complete agenda to the newspapers and to all news media who have requested the same as well as by posting. Copies of the complete agenda were available for inspection at the Office of the County Clerk and from the County's website calendar: www.ocontocountywi.gov

1. Call to Order and Roll Call
2. Pledge of Allegiance
3. Invocation – Supervisor Lavarda
4. Statement of County Mission and Vision
5. Presentation of Awards and Recognition
6. Presentation of Communications and Petitions
7. Consent Agenda
 - 7.1. Removal of Items from Consent Agenda
 - 7.2. Approval of Consent Agenda
 - 7.2.1. **A2025-07-01** Zoning Change – Town of Brazeau (Schwenke) – L&W Resources Com. (2)
 - 7.2.2. **A2025-07-02** Zoning Change – Town of Chase (Beaudoin Properties LLC) – L&W Resources Com. (4)
 - 7.2.3. **A2025-07-03** Zoning Change – Town of Morgan (Bergh) – L&W Resources Com. (6)
 - 7.2.4. **A2025-07-04** Zoning Change – Town of Morgan (Jones) – L&W Resources Com. (8)
 - 7.2.5. **A2025-07-05** Zoning Change – Town of Morgan (Whitman) – L&W Resources Com. (10)
 - 7.2.6. **A2025-07-06** Zoning Change – Town of Stiles (Bowline Holdings LLC) – L&W Resources Com. (12)
 - 7.2.7. **A2025-07-07** Zoning Change – Town of Underhill (St. Nicks Pines V LLC) – L&W Resources Com. (14)
 - 7.2.8. **R2025-07-01** Approval of Employee Handbook Revision – Administration Com. (16)
 - 7.2.9. **R2025-07-02** Approval of Purchase of Firearm Equipment Replacement – Public Safety Com. (18)
8. Regular Agenda
 - 8.1. Change in Sequence
 - 8.2. Removal of Items
 - 8.3. Approval of Regular Agenda
9. Approval of Previous Meeting Proceedings (21)
10. Committee and Departmental Reports (No Action to be taken)
 - 10.1. Report – Highway Facility Update
 - 10.2. Report – Health & Human Services
 - 10.3. Report – Human Resources (23)
 - 10.4. Report – TEDCOR (Tourism & Economic Development Corporation of the Oconto Region)
11. **R2025-07-03** Approve 2026 Budget Guidance – Administration Com. (24)
12. Announcements/General Information (No Action to be taken)
13. Adjournment

Any person wishing to attend the meeting who requires special accommodation because of a disability should contact the Oconto County Clerk's office at 920-834-6800 at least 24 hours before the meeting begins so that appropriate accommodations can be made.

Persons who are members of another governmental body, but who are not members of this committee, may attend this meeting. Their attendance could result in a quorum of another governmental body being present. Such a quorum is unintended and they are not meeting to exercise the authority, duties, or responsibilities of any other governmental body. Courthouse Bldg. "A" is located at the corner of Washington Street & Arbutus Avenue Ramp Access from Washington Street Parking Lot Entrance

c. Committee (FTP); County Administrator, Finance Director, Corporation Counsel, Department Heads, external requests), Media (via email); County Website; Central File, Official Posting Location (Physical Copy)

kp/Date Posted: 07/18/2025

August Invocation by Supervisor Bitters

To responsibly serve, support, and protect the people and places throughout our community.

AMENDATORY ORDINANCE – A2025-07-01

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

WHEREAS: the Land & Water Resources Committee, as granted within the Oconto County Zoning Ordinance under section 14.3303 (d) may Petition for Zoning Amendments, desires to rezone areas of parcels on behalf of property owners where an exchange of lands created incidental areas not consistent with the adopted Oconto Co Zoning District Map; and

WHEREAS: the owners of the affected lands have signed a consent agreement to have the county make an application on their behalf in order to expedite the exchange of lands between parcel owners as provided on attached documents; and

WHEREAS: the incidental areas are of such nature that the department and the Land & Water Resources Committee felt it was not prudent to burden each applicant with separate rezone applications and the affected Town with the standard rezone review process involving Town Plan Commission/Town Board Review; and

WHEREAS: while the applicants or County did not meet with each town to consider the change in zoning, the department review for consideration of the consent rezones assured that no additional lots are being created, and that the rezone is to make the zoning consistent throughout the parcel; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application and the standards for rezoning lands under 14.3315 has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20250007

Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance shall be and are hereby repealed as far as any conflict exists.

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-20250032 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classifications for the incidental areas noted within each parcel attached to this amendatory ordinance.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 24th day of July, 2025.

By: LAND AND WATER RESOURCES COMMITTEE

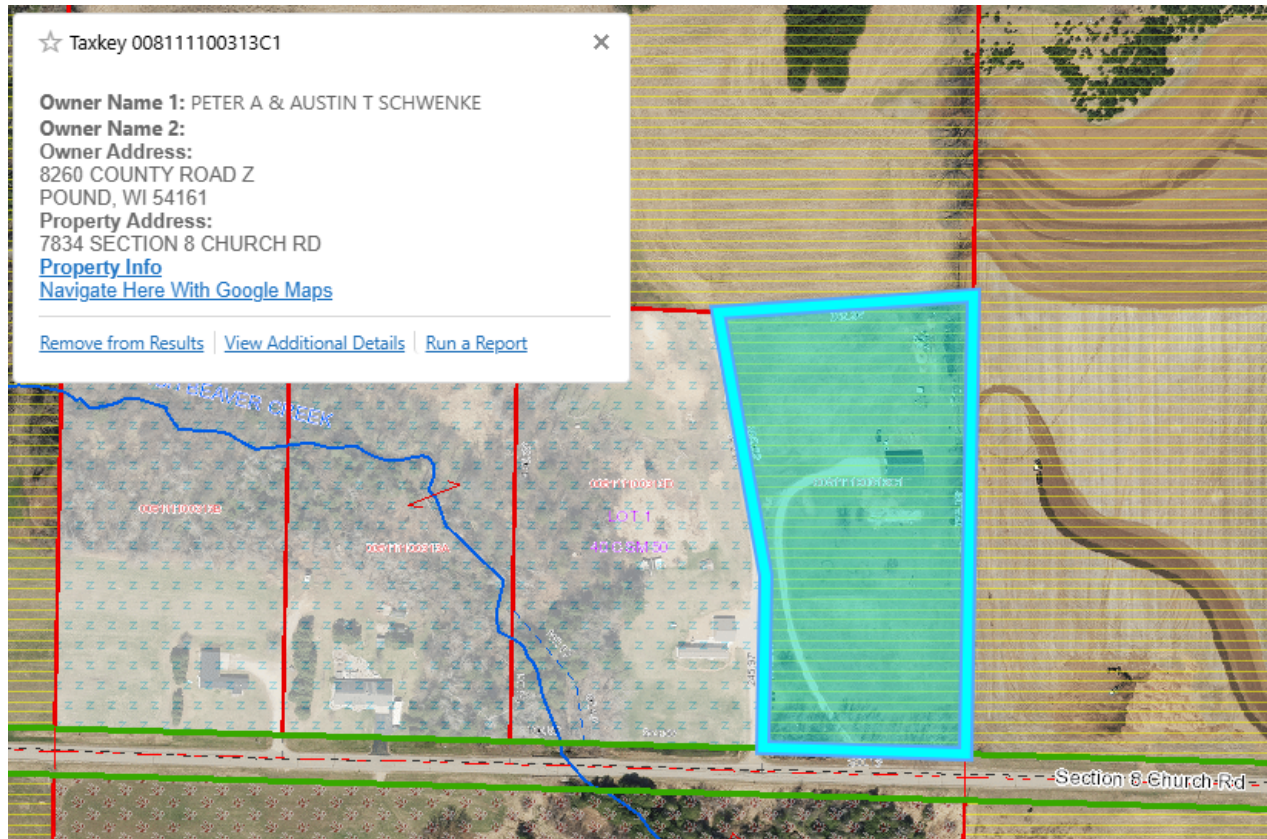
Tim Cole, Chair
Patrick J. Scanlan
Keith Schneider
Wayne Kaczrowski
Mike Beyer
Dennis Kroll (alternate)
David Parmentier (alternate)

Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

Town of Brazeau

1. Tax Parcel 008-111100313C1, Peter A. & Austin T. Schwenke, 8260 CTH Z, Pound, WI 54161, rezone from the Agriculture (A) district to the Rural Residential district. This parcel (4.81 acres) was granted a variance in 1996 to allow a residence to be constructed on agricultural zoned lands that did not meet the minimum zoning district standards. This consent rezone is to maintain compliance for future development. Location of the property is Section 11, T30N, R19E, Town of Brazeau, 7834 Section 8 Church Rd.



AMENDATORY ORDINANCE – A2025-07-02

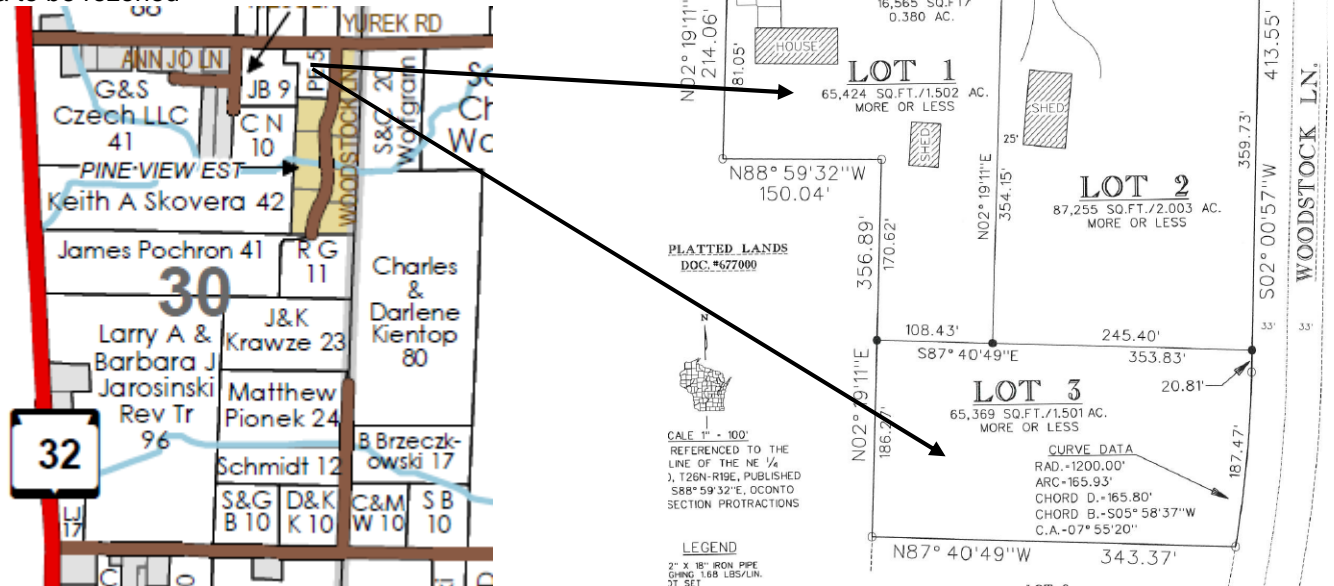
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250025, filed May 12, 2025, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Rural Residential District to Residential Single Family District on property described as:

PROPERTY INFORMATION: Tax Parcel # 012-303000311C
Part of Section 30, T26N, R19E, Town of Chase
Existing Zoning: Rural Residential District
Proposed Zoning: Residential Single Family District
PROPERTY OWNER: Beaudoin Properties LLC

Area to be rezoned



And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 3.0 acres to Residential Single Family District in order to bring the parcel into compliance to allow for the division of the property into 3 lots; and

WHEREAS: the acreage is currently being utilized as a residence with accessory structures; and

WHEREAS: the parcel is located along Woodstock Ln & Yurek Rd and is in an area planned for residential development; and

WHEREAS: the Town of Chase held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

57 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS
58 FOLLOWS: Petition: RZ-20250025
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60 Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance
61 shall be and are hereby repealed as far as any conflict exists.
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63 Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid
64 by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.
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66 Section 3: Rezone petition RZ-20250025 is hereby adopted amending the Oconto County Zoning District
67 Map, by changing the zoning classification from Rural Residential District to Residential Single Family
68 District for the above noted description.
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70 Section 4: The ordinance shall take effect the day after passage and publication as required by law.
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74 Submitted this 24th day of July, 2025.
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76 By: LAND AND WATER RESOURCES COMMITTEE
77

78 Tim Cole, Chair
79 Patrick J. Scanlan
80 Keith Schneider
81 Wayne Kaczrowski
82 Mike Beyer
83 Dennis Kroll, Alternate
84 David Parmentier, Alternate
85
86

87 *Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE*
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89 *Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant*

AMENDATORY ORDINANCE – A2025-07-03

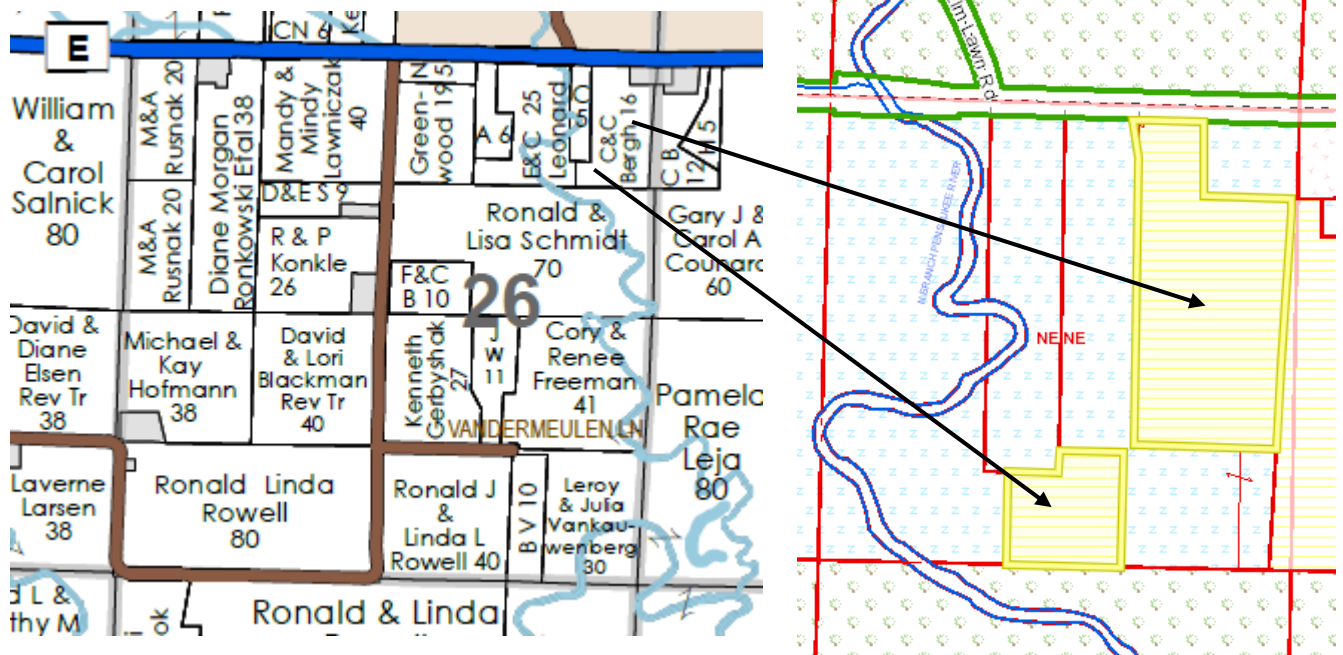
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250028, filed May 29, 2025, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Agricultural District to Rural Residential District on property described as:

PROPERTY INFORMATION: Tax Parcel # 028-262600311B
Part of Section 26, T27N, R19E, Town of Morgan
Existing Zoning: Agricultural District
Proposed Zoning: Rural Residential District
PROPERTY OWNER: Christopher Bergh

Area to be rezoned



And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 9.84 acres to Rural Residential District in order to bring the parcel into compliance for future development; and

WHEREAS: the acreage is currently being utilized as open grasslands; and

WHEREAS: the parcel is located along CTY E and is in an area planned for low impact & low density residential development; and

WHEREAS: the Town of Morgan held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for

rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20250028

Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance shall be and are hereby repealed as far as any conflict exists.

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-20250028 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classification from Agricultural District to Rural Residential District for the above noted description.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 24th day of July, 2025.

By: LAND AND WATER RESOURCES COMMITTEE

Tim Cole, Chair
Patrick J. Scanlan
Keith Schneider
Wayne Kaczrowski
Mike Beyer
Dennis Kroll, Alternate
David Parmentier, Alternate

Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

AMENDATORY ORDINANCE – A2025-07-04

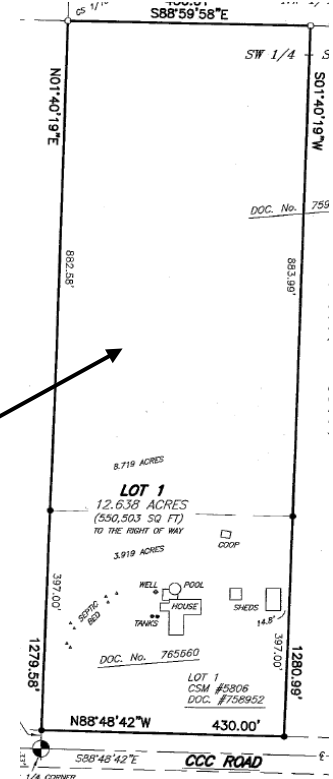
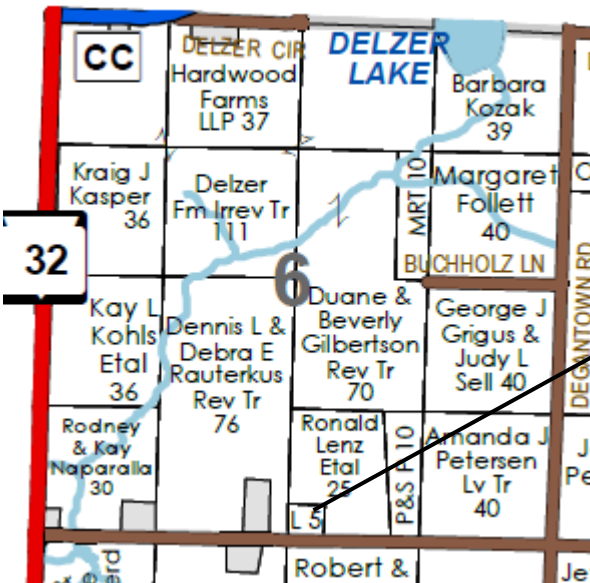
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250030, filed June 11, 2025, to amend the Oconto County Zoning District Map and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Rural Residential District to Agricultural District on property described as:

PROPERTY INFORMATION: Tax Parcel # 028-0606017473A
Part of Section 6, T27N, R19E, Town of Morgan
Existing Zoning: Rural Residential District
Proposed Zoning: Agricultural District
PROPERTY OWNER: Michael & Andrea Jones

Area to be rezoned



And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 3.5 acres to Agricultural District in order to bring the parcel into compliance to make the lot consistent throughout the new parcel; and

WHEREAS: the acreage is currently being utilized as a residence and croplands; and

WHEREAS: the parcel is located along CCC Rd and is in an area planned for Agricultural & Woodland use; and

WHEREAS: the Town of Morgan held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

57 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS
58 FOLLOWS: Petition: RZ-20250030
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60 Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance shall
61 be and are hereby repealed as far as any conflict exists.
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63 Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by
64 a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.
65

66 Section 3: Rezone petition RZ-20250030 is hereby adopted amending the Oconto County Zoning District
67 Map, by changing the zoning classification from Rural Residential District to Agricultural District for the
68 above noted description.
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70 Section 4: The ordinance shall take effect the day after passage and publication as required by law.
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73
74 Submitted this 24th day of July, 2025.
75

76 By: LAND AND WATER RESOURCES COMMITTEE
77

78 Tim Cole, Chair
79 Patrick J. Scanlan
80 Keith Schneider
81 Wayne Kaczrowski
82 Mike Beyer
83 Dennis Kroll, Alternate
84 David Parmentier, Alternate
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87 *Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE*
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89 *Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant*

AMENDATORY ORDINANCE – A2025-07-05

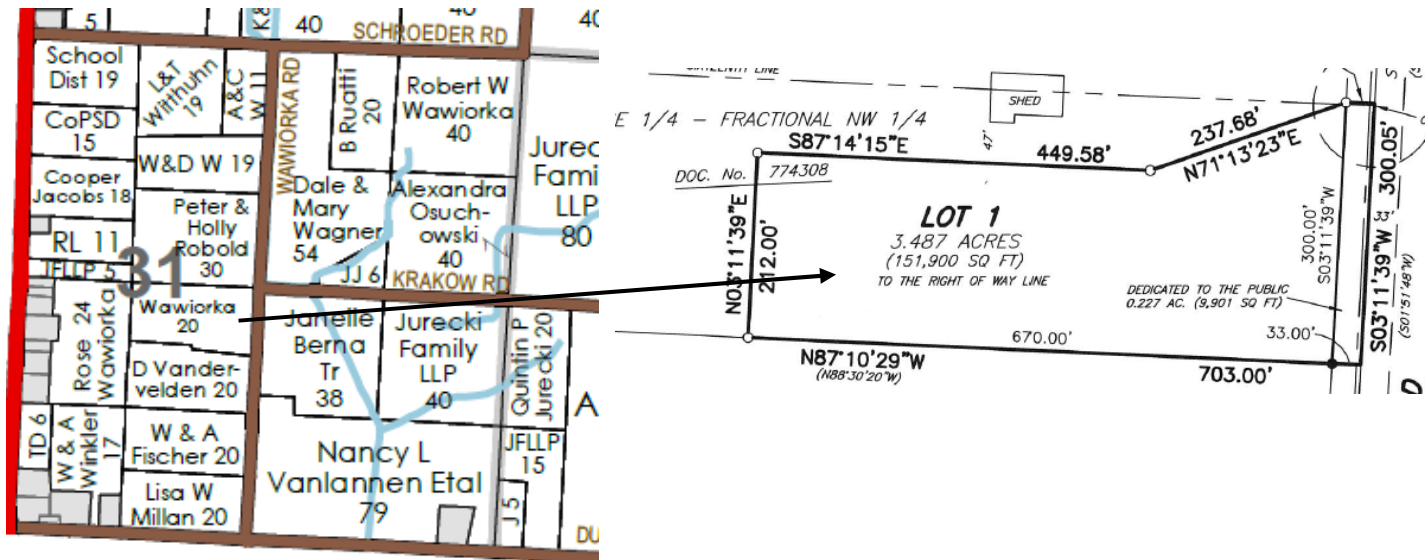
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250031, filed June 11, 2025, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Agricultural District to Rural Residential District on property described as:

PROPERTY INFORMATION: Tax Parcel # 028-313100621
Part of Section 31, T27N, R19E, Town of Morgan
Existing Zoning: Agricultural District
Proposed Zoning: Rural Residential District
PROPERTY OWNER: Sean & Rachel Whitman

Area to be rezoned



And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 3.5 acres to Rural Residential District in order to bring the parcel into compliance to create a residential lot; and

WHEREAS: the acreage is currently being utilized as vacant lands adjacent to an existing residence; and

WHEREAS: the parcel is located along Wawiora Rd and is in an area planned for residential development; and

WHEREAS: the Town of Morgan held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

57 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS
58 FOLLOWS: Petition: RZ-20250031
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60 Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance shall
61 be and are hereby repealed as far as any conflict exists.
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63 Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by
64 a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.
65

66 Section 3: Rezone petition RZ-20250031 is hereby adopted amending the Oconto County Zoning District
67 Map, by changing the zoning classification from Agricultural District to Rural Residential District for the
68 above noted description.
69

70 Section 4: The ordinance shall take effect the day after passage and publication as required by law.
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73
74 Submitted this 24th day of July, 2025.
75

76 By: LAND AND WATER RESOURCES COMMITTEE
77

78 Tim Cole, Chair
79 Patrick J. Scanlan
80 Keith Schneider
81 Wayne Kaczrowski
82 Mike Beyer
83 Dennis Kroll, Alternate
84 David Parmentier, Alternate
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86

87 *Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE*
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89 *Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant*

AMENDATORY ORDINANCE – A2025-07-06

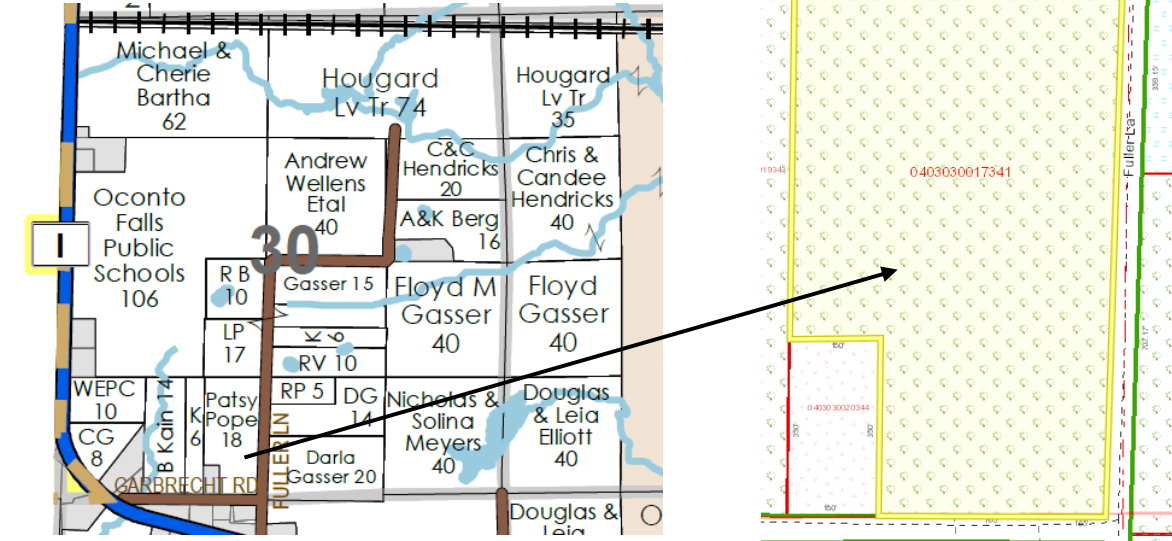
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250027, filed May 23, 2025, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Forest District to Rural Residential District on property described as:

PROPERTY INFORMATION: Tax Parcel # 040-3030017341
Part of Section 30, T28N, R20E, Town of Stiles
Existing Zoning: Forest District
Proposed Zoning: Rural Residential District
PROPERTY OWNER: Bowline Holdings LLC

Area to be rezoned



And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 18.5 acres to Rural Residential District in order to bring the parcel into compliance to subdivide the parcel to create residential lots; and

WHEREAS: the acreage is currently being utilized as wooded acreage; and

WHEREAS: the parcel is located along Garbrecht Rd and Fuller Ln and is in an area planned for low impact & low density residential development; and

WHEREAS: the Town of Stiles held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20250027

57 Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance
58 shall be and are hereby repealed as far as any conflict exists.
59

60 Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid
61 by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.
62

63 Section 3: Rezone petition RZ-20250027 is hereby adopted amending the Oconto County Zoning District
64 Map, by changing the zoning classification from Forest District to Rural Residential District for the above
65 noted description.
66

67 Section 4: The ordinance shall take effect the day after passage and publication as required by law.
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70
71 Submitted this 24th day of July, 2025.
72

73 By: LAND AND WATER RESOURCES COMMITTEE
74

75 Tim Cole, Chair
76 Patrick J. Scanlan
77 Keith Schneider
78 Wayne Kaczrowski
79 Mike Beyer
80 Dennis Kroll, Alternate
81 David Parmentier, Alternate
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83
84 *Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE*
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86 *Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant*

AMENDATORY ORDINANCE – A2025-07-07

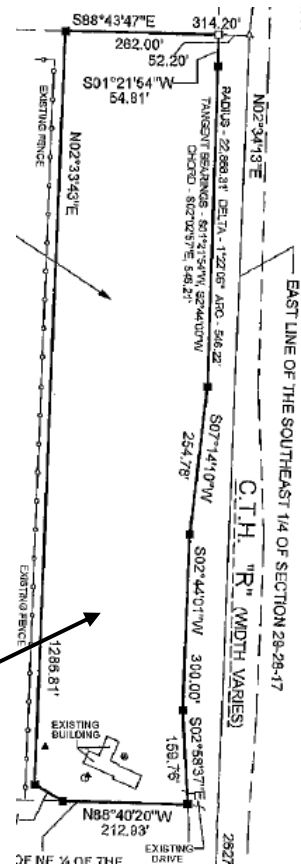
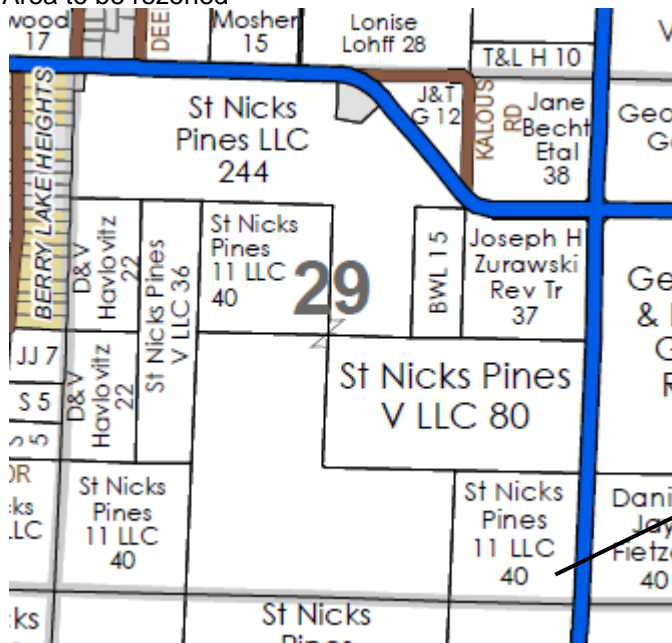
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-202500029, filed June 3, 2025, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Forest District to Rural Residential District on property described as:

PROPERTY INFORMATION: Tax Parcel # 044-292901541
Part of Section 29, T28N, R17E, Town of Underhill
Existing Zoning: Forest District
Proposed Zoning: Rural Residential District
PROPERTY OWNER: St. Nicks Pines V LLC

Area to be rezoned



And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 7.78 acres to Rural Residential District in order to bring the parcel into compliance split off residence from larger acreage; and

WHEREAS: the acreage is currently being utilized as a residence and wooded acreage; and

WHEREAS: the parcel is located along Cty Rd R and is in an area planned for low impact & low density residential development; and

WHEREAS: the Town of Underhill held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

57 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS
58 FOLLOWS: Petition: RZ-202500029
59

60 Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance
61 shall be and are hereby repealed as far as any conflict exists.
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63 Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid
64 by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.
65

66 Section 3: Rezone petition RZ-202500029 is hereby adopted amending the Oconto County Zoning District
67 Map, by changing the zoning classification from Forest District to Rural Residential District for the above
68 noted description.
69

70 Section 4: The ordinance shall take effect the day after passage and publication as required by law.
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73
74 Submitted this 24th day of July, 2025.
75

76 By: LAND AND WATER RESOURCES COMMITTEE
77

78 Tim Cole, Chair
79 Patrick J. Scanlan
80 Keith Schneider
81 Wayne Kaczrowski
82 Mike Beyer
83 Dennis Kroll, Alternate
84 David Parmentier, Alternate
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87 *Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE*
88

89 *Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant*

RESOLUTION – R2025-07-01

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: **Approval of Employee Handbook Revision**

WHEREAS, the Administration Committee has solicited input into possible changes the Employee Handbook that was last revised January, 2024; and

WHEREAS, based on the input, the Administration Committee is recommending the following revisions as outlined in the attached to section 6.4 Holiday Pay of the Employee Handbook; and

WHEREAS, there is no fiscal impact.

NOW, THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors does hereby approve the attached Employee Handbook revision.

Submitted this 24th day of July, 2025.

By: ADMINISTRATION COMMITTEE

Alan Sleeter, Chair
Dennis Kroll
Carol Heise
John Matravers
Char Meier
Theresa Willems

Electronically Reviewed by Corporation Counsel on 07.10.2025 - BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

6.4 Holidays

Holiday Pay

Oconto County recognizes the following paid holidays:

- New Year's Day
- Friday before Easter or Easter (if 24/7 position)
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day
- New Year's Eve Day

New employees must have worked more than thirty [30] calendar days to receive holiday pay.

Non salaried employees who work on a holiday receive the holiday pay plus 1 ½ time their pay rate for hours worked on that day.

In order to qualify for said holiday pay, an employee must work the scheduled shift before and the first scheduled shift after said holiday unless on authorized paid absence.

For 24/7 employees and Highway Superintendents can bank up to thirty-six [36] worked holiday hours. Banked holiday hours may not be carried over to the following year. **All banked holidays will be paid out and treated like compensation time to be paid out on the last paycheck of the year.**

For non-24/7 positions, if a paid holiday falls on a Saturday, the paid holiday is to be observed on the preceding Friday. If the holiday falls on a Sunday, the following Monday is to be considered the paid holiday. For 24/7 positions, the holiday shall be observed on the holiday as approved by the County.

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Re: **Approval of Purchase of Firearm Equipment Replacement**

WHEREAS, Glock, Inc. sells its pistols at higher prices than distributors in an effort to not have to be concerned with sales and based on Glock, Inc.'s rules for the sales of their firearms to Law Enforcement Agencies there are only two other options; and

WHEREAS, the second option is Ray O'Herron Company, based in Illinois. Oconto County Sheriff's Office has only had contact with their representative once, and the representative's response was slow and took several days; and

NOW, THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors does hereby approve the purchase of 39 Glock firearms from Kiesler Police Supply for \$32,327.49 using funds transferred from the General Fund account.

By: PUBLIC SAFETY COMMITTEE

Dennis Kroll, Chair
David Parmentier
Don Bartels, Jr.
Tracy S. Ondik
Al Schreiber

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

**Sales Quote**

KIESLER POLICE SUPPLY
2802 SABLE MILL RD
JEFFERSONVILLE, IN 47130

Bill-to Customer

OCONTO CO SHERIFF'S DEPT
301 WASHINGTON ST.
eric.thomson@ocontocountywi.gov
OCONTO, WI 54153

Ship-to Address

OCONTO CO SHERIFF'S DEPT
ERIC THOMSON #920-834-6933
301 WASHINGTON ST
OCONTO, WI 54153

Your Reference

Bill-to Customer No. L07860
Tax Registration No.

Salesperson

TIFANY

Email**Home Page****Phone No.**

No. Q165055
Document Date July 10, 2025
Due Date August 9, 2025

Payment Terms**Payment Method**

Tax Identification Type Legal Entity

Shipment Method Standard

Eric Thomson <eric.thomson@ocontocountywi.gov>
(920) 834-6933

No.	Description	Quantity	Unit of Measure	Unit Price Excl. Tax	Line Amount Excl. Tax
GLOCPA475S302MO S6H2	GLOCK 47MOS6 GEN5 9MM PISTOL, BLACK, FRONT SERRATIONS, AMERIGLO NON-TRITIUM FRONT/REAR SIGHTS, HOLOSUN 509T RD, 5.5LB --AGENCY DROPSHIP ONLY-- HACMA (DS) (ETA 4-5 MONTHS)	39	EACH	828.91	32,327.49
KIESLER DISCLAIMER	THIS QUOTE/ORDER IS BASED ON CURRENT MARKET CONDITIONS AND TARIFF RATES AS OF THE DATE LISTED ON QUOTE. WE RESERVE THE RIGHT TO ADJUST THE FINAL PRICE TO REFLECT ANY UNFORESEEN CHANGES IN TARIFFS OR OTHER APPLICABLE TAXES THAT MAY OCCUR BETWEEN THE DATE OF THIS QUOTE AND THE DATE OF DELIVERY. WE WILL NOTIFY YOU OF ANY SUCH PRICE ADJUSTMENTS AS SOON AS POSSIBLE.	1	EACH	0.00	0.00
FORMAT TIFANY	QUOTED BY TIFANY STEWART KIESLER POLICE SUPPLY 2802 SABLE MILL ROAD JEFFERSONVILLE, IN 47130 THIS QUOTE IS VALID FOR 30 DAYS TSTEWART@KIESLER.COM	1	EACH	0.00	0.00
Amount Subject to Sales Tax		0.00	Subtotal		32,327.49
Amount Exempt from Sales Tax		32,327.49	Total Tax		0.00
			Total \$ Incl. Tax		32,327.49
			Tax Amount		0.00



KIESLER POLICE SUPPLY FFL# 4-35-019-11-7M-08220

RETURNED GOODS POLICY

No returned goods will be accepted without prior consent. Any packages returned without properly displaying a return authorization number will be refused. Returns subject to up to 25% restocking fee

DEFECTIVE MERCHANDISE POLICY

We are not a warranty repair station for any manufacturer. Returns of defective merchandise must be made directly to the manufacturer for repair or replacement.

DAMAGED GOODS POLICY

Claims of shortages or damaged shipments must be made immediately upon receipt of shipment.

OCONTO COUNTY BOARD OF SUPERVISORS MEETING

1. Call to Order and Roll Call

County Board Chair, Al Sleeter, called the meeting to order at 9:00 a.m. the County Board Room #3041, located at the Oconto County Courthouse, 301 Washington St., Oconto, WI by stating “This is an open meeting of the Oconto County Board of Supervisors. Notice of this meeting was given to the public at least 24 hours prior to the meeting by forwarding the complete agenda to the newspapers and to all news media who have requested the same, as well as by posting. Copies of the complete agenda were available for inspection at the office of the County Clerk.” County Clerk, Kim Pytleski, recorded the attendance, with 25 members present: Supervisors Barkhaus, Behrend, Beyer, Christianson, Gooding, Heise, Holman, Kaczowski, Kobylarczyk, Kroll, Lavarda, Matravers, Meier, Ondik, Parmentier, Pillsbury, Scanlan, Schindel, Schneider, Schreiber, Sleeter, Winkler, Wittkopf, Wolf, VanZeeland; 6 absent; Bartels Jr., Bitters, Cole, Dhuey, Willems, Ragen.

2. Pledge of Allegiance

3. Invocation was given by Supervisor Holman.

4. Statement of Oconto County Mission and Vision

Richard Heath, County Administrator, recited the Oconto County Mission and Vision statement.

5. Presentation of Awards and Recognition

- Chair Sleeter took a moment to remember Bev Ragen, wife of Supervisor Elmer Ragen, who passed away June 11, 2025.
- Certificate of Appreciation was awarded to Dale Mohr in appreciation of 22 years of service with Oconto County, round of applause followed.

6. Presentation of Communications and Petition

There were three communications:

- Kim Pytleski, County Clerk, reminded supervisors of the memo received regarding the county board pictures taken by MK Photography, supervisors have until the end of the month to purchase individual or group pictures; treated as information to the board.
- Newest edition of Forward Analytics was placed on supervisors desks; treated as information to the board.
- A Thank You received from Courtney Olson, Rainbow House Executive Director, thanking Oconto County supervisors for the support to improve safety for clients; treated as information to the board.

Supervisor Willems arrived at 9:09 a.m.

7. Consent Agenda

7.1. Removal of Items from Consent Agenda - None.

7.2. Approval of Consent Agenda

- 7.2.1. **A2025-06-01** Zoning Change – Town of Abrams (Konitzer) – L&W Resources Com.
 - 7.2.2. **A2025-06-02** Zoning Change – Town of Breed (Rice) – L&W Resources Com.
 - 7.2.3. **A2025-06-03** Zoning Change – Town of Doty (Christianson) – L&W Resources Com.
 - 7.2.4. **A2025-06-04** Zoning Change – Town of How (St. John’s Church & St. John’s Cemetery) – L&W Com.
 - 7.2.5. **A2025-06-05** Zoning Change – Town of Little Suamico (Platten & Willison) – L&W Resources Com.
 - 7.2.6. **A2025-06-06** Zoning Change – Town of Pensaukee (Laes) – L&W Resources Com.
 - 7.2.7. **A2025-06-07** Zoning Change – Town of Stiles (Oconto County) – L&W Resources Com.
 - 7.2.8. **A2025-06-08** Zoning Change – Town of Townsend (CR Investment Properties LLC) – L&W Resources Com.
 - 7.2.9. **R2025-06-02** Designation of Oconto County Aging Advisory Council – H&HS Board
 - 7.2.10. **Appoint.** Northwood’s Community Development Block Grant Housing Consortium (Detrick) – Co. Admin.
 - 7.2.11. **Re-Appointment** Farnsworth Public Library – County Appointment (Schroeder) – Co. Admin.
- Motion by Barkhaus/Heise to approve the consent agenda as presented. The motion to approve carried by a unanimous electronic vote.

8. Regular Agenda

8.1. Change in Sequence – None.

8.2. Removal of Items – None.

8.3. Approval of Regular Agenda

Motion by Wolf/Behrend to approve agenda as presented. The motion was voted on and carried.

9. Approval of Previous Meeting Proceedings

Motion by Meier/Van Zeeland to approve the proceedings of the May 22, 2025, meeting. The motion was voted on and carried.

10. Committee and Departmental Reports

10.1. Report – Health & Human Services

Scott Shackelford, Health & Human Services Director, presented the Health & Human Services report.

10.2. Report – Human Resources

Richard Heath, County Administrator, presented the Human Resources report.

10.3. Report – TEDCOR (Tourism & Economic Development Corporation of the Oconto Region)

Jayme Sellen, TEDCOR Director, presented the Tourism & Economic Development Corporation of the Oconto Region report.

11. R2025-06-01 Approval of Additional Department of Health and Human Services Supervisor – Children’s Long Term Support (CLTS)/Coordinated Services Team (CST) Position – H&HS Board

Motion by Lavarda/Van Zeeland to adopt R2025-06-01 Approval of Additional Department of Health and Human Services Supervisor – Children’s Long-Term Support (CLTS)/Coordinated Services Team (CST) Position. Following an explanation by Scott Shackelford, Health & Human Services Director, and discussion, motion by Parmentier/Barkhouse to amend line 41 to read “WHEREAS, the amount of any increase ~~can~~ will be funded through an annual allocation from DHS to” and line 46 to read “WHEREAS, the position ~~can~~ will be funded through State funding from DHS and Oconto County would”. The motion to amend was voted on and carried. The motion to adopt R2025-06-01, as amended, carried by a unanimous electronic vote.

12. R2025-06-03 Approval of a Full-time Water Resource Specialist – L&W Resources Com.

Motion by Scanlan/Schneider to adopt R2025-06-03 Approval of a Full-time Water Resource Specialist. Following an explanation by County Conservationist, Ken Dolata, the motion to adopt carried by a unanimous electronic vote.

13. R2025-06-04 Approval to Order Two (2) Quad-Axle Vehicles with Plow Equipment for the Highway Department – Highway Com.

Motion by Kaczrowski/Wolf to adopt R2025-06-04 Approval to Order Two (2) Quad-Axle Vehicles with Plow Equipment for the Highway Department. Following an explanation by Highway Commissioner, Brandon Hytinen, and discussion, the motion to adopt carried by an electronic vote, 25 ayes, 1 nay (Holman).

14. R2025-06-05 Approval to Proceed to Next Steps on New Highway Facility – Highway Com

Motion by Lavarda/Schneider to adopt R2025-06-05 Approval to Proceed to Next Steps on New Highway Facility. Following an explanation by Highway Commissioner, Brandon Hytinen, and County Administrator, Richard Heath, and discussion, the motion to adopt carried by an electronic vote 24 ayes, 2 nays (Wittkopf, Beyer).

15. R2025-06-06 Approval of Natural Gas Agreement with Constellation, LLC – Property and Technology Com.

Motion by Gooding/Kobylarczyk to adopt R2025-06-06 Approval of Natural Gas Agreement with Constellation, LLC. Following an explanation by Richard Heath, County Administrator, and Maintenance Engineer, Scott Krueger, and discussion, the motion to adopt carried by a unanimous electronic vote.

16. R2025-06-07 Approve Proposal from Select Plastering Corporation to Remove Exterior Insulation and Finish System (EIFS) – Property and Technology Com.

Motion by Lavarda/Pillsbury to adopt R2025-06-07 Approve Proposal from Select Plastering Corporation to Remove Exterior Insulation and Finish System (EIFS). Following an explanation by Maintenance Engineer, Scott Krueger, and discussion, the motion to adopt carried by a unanimous electronic vote.

17. Announcements/General Information (No Action to be taken)

- Microphones should be installed in the County Board room for the July meeting.
- A tax-exempt form will be provided to the supervisors at the August County board meeting for the Wisconsin Counties Association conference.
- County Clerk, Kim Pytleski, announced she will be on the Democracy Defense Project Panel in Fox Valley Technical College Friday, June 20, 2025, and at the Wisconsin County Clerk’s Conference June 22-25, 2025.

18. Adjournment

Chair Sleeter declared the meeting adjourned at 10:28 a.m. Supervisors were invited to the Beyer Home for the Annual Ice Cream Social.

The next meeting of the Oconto County Board of Supervisors will be on July 24, 2025.

Proceedings of County Board meeting may be viewed in its entirety at www.ocontocountywi.gov

Kim Pytleski, Oconto County Clerk

kp/Date Posted: June 23, 2025

Employee Update

June 2025

Retirements/Resignations/Terminations

<u>Employee</u>	<u>Dept.</u>	<u>Position</u>	<u>Date</u>	<u>Wage</u>	<u>Comment/Yrs.</u>
Monty Brink	F& P	Director	06/03	\$41.71	9 Years
Greg VanEperen	HWY	Operator III	06/06	\$29.15	10 Years

Promotions/Transfers/Re-Hired

New Hires

<u>Employee</u>	<u>Dept.</u>	<u>Position</u>	<u>Date</u>	<u>Wage</u>	<u>Comment</u>
Briana Muzyczka	HHS	Case Manger	06/02	\$28.01	
Alex Baldwin	Sheriff	CO	06/16	\$23.17	
Abby Elbe	Sheriff	CO	06/16	\$23.17	

Current External Recruitments

<u>Dept.</u>	<u>Position</u>	<u>Date Apps Due</u>	<u>Advertised Wage</u>	<u>Comment</u>
Sheriff Office	Dispatch	Ongoing	\$23.17	Need 2
HHS	CLTS Supervisor	07/18	\$32.83	
HWY	Operator III	0	\$28.01	Finish Grader
HWY	Operator I or II	Ongoing	\$23.17/\$25.58	Need 1
Sheriff Office	Deputy	Ongoing	\$29.23	Interviews scheduled

- 1
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Re: **Approve 2026 Budget Guidance**

WHEREAS, the Administration Committee is recommending the attached 2026 Budget Guidance Letter; and

THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors hereby approves the attached 2026 Budget Guidance Letter.

By: ADMINISTRATION COMMITTEE

Alan Sleeter, Chair
Dennis Kroll
Carol Heise
John Matravers
Char Meier
Theresa Willems

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant



Oconto County Administrator
301 Washington St.
Oconto, WI 54153

To: OCONTO COUNTY BOARD OF SUPERVISORS, DEPARTMENT MANAGERS

From: County Administrator, Finance Director, and Administration Committee

Date: July 17, 2025

Re: Oconto County 2026 Budget Guidance Letter (DRAFT)

General Information

Pursuant to the Rules of the Board, Section 2.118(a), the Administration Committee shall provide guidance and recommendations to the County Board in June or July of each year regarding the county's ensuing year's budget. To comply with this ordinance, this 2026 Oconto County Budget Guidance Letter is being submitted.

The 2026 Budget is being prepared while considering several external influences that will likely impact staffing levels, ordering processes, and the services provided by Oconto County. The supply chain for the assembly and delivery of larger pieces of equipment has not recovered from the pandemic. For example, there is an 18-month+ delay in the delivery of much-needed quad-axle trucks for the Highway Department. The ongoing tariffs have made it difficult to know when to order equipment, especially technology hardware given its availability and any projected cost increases that were not accounted for with the 2025 Budget. The cuts in Federal funding are being assessed to determine which programs will be eliminated or changed and how the staff working in those areas will be affected. The 2025-2027 Wisconsin State budget was recently passed, and its impact on county aids, programs, and services are being evaluated. Shared Revenue figures from the Department of Revenue will not be known until August.

The primary sources of revenues from which the budget is prepared: property taxes and shared revenue have increased modestly over the past 3-4 years. Interest generated from a healthy fund balance has been used to balance the budget. For the 2025 Budget, \$1.85 million in interest was used to cover expenses. With approximately 42% of the county's annual operating budget consisting of grants, contracts, charges for service, and pass-through funds, these revenue sources tend to fluctuate based on State and Federal funding levels and the need for those services. The Federal American Rescue Plan Act (ARPA) funds have been committed and are required to be spent by the end of 2026. The ARPA money covered several large expenditures over the past three years, and without those funds, there will be increasing reliance on Sales Tax revenues to cover future capital improvement expenses.

Financial Information

Overview

The county mill rate decreased from \$3.583 per \$1,000 of equalized value in 2024 to \$3.107 per \$1,000 of equalized value in 2025, a 13.3% decrease. The mill rate includes the following rates:

- \$2.837 per \$1,000 for general property tax levy subject to the limit
- \$0.178 per \$1,000 for debt service of the Law Enforcement Center
- \$0.092 for Bridge Aid & Library levy (not subject to the limit)

The County's equalized value rose from \$6,157,936,335 in 2024 to \$7,173,380,700, an increase of 18% for 2025.

The 2025 total tax levy was \$22,208,245. This number is broken down as follows:

- \$20,278,865 for general county levy
- \$583,535 for library levy
- \$72,345 for bridge aid levy
- \$1,273,500 for county debt levy (Law Enforcement Center)

The county's equalized value is expected to see another large increase as many of the local municipalities have undergone their reassessment. Net New Construction determines the allowable increase for the general property tax levy subject to the levy limit. For the 2024 budget, the Net New construction percentage was 1.45%. The Net New construction percentage will not be provided by the State until August. A five-year average of Net New construction is 1.56%, which is projected to generate between \$275,000 and \$325,000 in additional funding. In comparison, the State of Wisconsin saw a five-year average of 1.65%.

General Fund

There was **no** General Fund money applied to balance the budget in 2024. Revenues exceeded expenditures by \$1,570,152 (subject to audit), with many of the departments finishing under budget. The county also realized increases in revenues primarily from timber sales, interest income, and additional state and federal grants.

County Sales Tax

In 1994, a county Sales Tax was adopted to fund the annual debt service payments and subsequently to include Capital Improvement Plan (CIP) projects. From July 1994 through June 2025, \$52,842,375 has been collected from the Sales Tax. The county collects just over \$3 million annually in sale tax revenue. In the 2024 budget, \$3,614,972 was allocated for various projects to include \$439,000 for Forest, Park, and Recreation Department equipment and projects; \$638,537 for technology upgrades; and \$1,432,879 to the Highway Department for equipment replacement. No county sales tax will be used to cover debt service payments in 2026.

2026 Personnel and Operating Budgets Information

County departmental budgets are basically categorized into three cost centers: personnel, operating, and capital outlay. The Finance Department will provide departments, offices, and outside agencies with their 2026 budget instructions and worksheets, along with financial data that includes projected personnel expenses and program costs for 2025.

1. Total Personnel costs (\$1,858,340)
 - a. Wages (\$1,300,293)
 - i. General Employees-
 1. Across the board - 2% increase on market wage (\$302,600)
 2. *McGrath Implementation Recommendations (\$831,227)
 - ii. Elected Officials - per adopted county board resolution (\$12,145)
 - iii. Public Safety Employees – Estimated (\$154,321) (Includes 2025 and 2026 wage and benefit adjustments under new Union Contract which has not been settled)

***Note:** Dependent upon County Board approval.

- b. Fringe Benefits (\$558,047)
 - i. Retirement, disability insurance, life insurance and workers compensation insurance – rate as set by State (expect the 2026 rates to remain close to the 2025 rates).
 - ii. Social Security & Medicare – rate set by the Federal Government (expected to remain the same as 2025).
 - iii. Increased Fringe Costs Due to Wage Increases (\$208,047)
 - iv. Health Insurance –Overall premium increase projected to be 8% (\$350,00)
Note: It was a 5% increase in health insurance premiums for 2025
- 2. The County Board approved \$350,000 in the 2025 Budget for implementation of the McGrath Wage and Compensation study recommendations. Upon County Board approval of any of the recommendations listed in the report, the estimated cost to implement the wage increases beginning October 1, 2025 is \$208,000. The remaining \$142,000 from the original \$350,000 could be used to fund the increases in wages starting on January 1, 2026.
- 3. Departments/offices are to budget a 0% increase for 2026; however, each can reallocate funds within their respective budgets to address changing service needs.
- 4. The allocated levy funds less any external funding sources (ex. grants) will cover the above personnel costs for each respective department and office.
- 5. When non-levy funding sources are available, an increase in non-levy operating costs may be included in the proposed department budget.
- 6. Departments are to budget for only necessary personnel, operating, and capital costs.

Non-County departments, agencies and organizations are to submit budgets with a 0% increase.

Library funding to be set per adopted *2025-2029 County Library Plan*.

The 2026 contingency budget is initially set at \$250,000. (Requires a 2/3 vote by County Board to use)

The amount of money from the General Fund projected to be needed to balance the 2026 budget is initially set at \$650,000.

For Capital Budget Requests, all requests previously listed in the current 5-year plan will be reviewed to determine if the item or project is going to be completed /purchased within the upcoming two years or can if it can be modified, reduced in cost, delayed, or eliminated.

The tax levy rate will be set at the limit allowed by state law.

Conclusion

The 2026 Budget will be prepared using the philosophy of being fiscally prudent, focuses on the needs of the public, sustainable, and complies with the State-imposed municipal levy limits. It is necessary that Oconto County is competitive in the marketplace to be able to recruit and retain a knowledgeable and professional workforce to deliver high quality services to the public within a constrained funding environment. Administration will work with all departments, offices, and agencies to comply with these guidelines to arrive at a balanced 2026 Budget.