

AGENDA
(THURSDAY) NOVEMBER 20, 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 Wittkopf
4. Statement of County Mission and Vision
5. Presentation of Awards and Recognition
6. Presentation of Communications and Petitions
 - 6.1. 2025 Bridge Aid Payments (3)
7. Consent Agenda
 - 7.1. Removal of Items from Consent Agenda
 - 7.2. Approval of Consent Agenda
 - 7.2.1. **A2025-11-01** Zoning Change – Town of Abrams (Oconto County Forest & Parks) – L&W Resources Com. (4)
 - 7.2.2. **A2025-11-02** Zoning Change – Town of Brazeau (Genz) -L&W Resources Com. (7)
 - 7.2.3. **A2025-11-03** Zoning Change – Town of Chase (Estate of Marjorie Busch) – L&W Resources Com. (9)
 - 7.2.4. **A2025-11-04** Zoning Change – Town of Morgan (Dombrowski) – L&W Resources Com. (11)
 - 7.2.5. **A2025-11-05** Zoning Change – Town of Stiles (Moynihan) – L&W Resources Com. (13)
 - 7.2.6. **R2025-11-01** Approval of Revised Bay Workforce Development Area Agreement – Administration Com. (15)
 - 7.2.7. **R2025-11-02** Approve County Board of Canvassers Compensation – Administration Com. (36)
 - 7.2.8. **R2025-11-03** Approve Intergovernmental Agreement with Committed Municipalities for the Oconto County Recycling Program – L&W Resources Com. (38)
 - 7.2.9. **Re-Appointment** – Airport Commission (Le Tourneau) – Co. Admin. (47)
 - 7.2.10. **Re-Appointment** – Nicolet Federated Library (Denis) – Co Admin. (48)
 - 7.2.11. **Re-Appointment** – Northwood's Community Development Block Grant Housing Consortium Committee (Detrick) – Co. Admin. (49)
 - 7.2.12. **Re-Appointment** – Veteran Service Commission (Hansen) – Co. Admin (50)
 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 (51)
 10. Committee and Departmental Reports (No Action to be taken)
 - 10.1. Report – Northeast Wisconsin Technical College – Dr. Kristen Raney
 - 10.2. Report – Health & Human Services
 - 10.3. Report – Highway Facilities Update
 - 10.4. Report – Human Resources (54)
 - 10.5. Report – TEDCOR (Tourism & Economic Development Corporation of the Oconto Region)
 11. Presentation by Attolles Law regarding Fox Solar Project - County Goals and Restrictions
 12. **CLOSED SESSION:** The Board will convene into closed session, pursuant to Wis. Stats. Sec. 19.85(1)(e) to confer with counsel and discuss terms of a development agreement in which the County is a party.
 13. **OPEN SESSION:** The Board will return to open session, pursuant to Wis. Stats. Sec. 19.85(2) to conduct further legal business, if any.
 14. **R2025-11-04** Adoption of Contract for UW-Extension Services – L&W Resources Com. & Administration Com. (55)
 15. **R2025-11-05** Approval of Reclass the Assistant Forest Administrator Position – L&WR & Administration Com. (62)
 16. **R2025-11-06** Approval of Reclass the Assistant Parks and Recreation Administrator Position – L&WR & Admin. Com. (67)
 17. **R2025-11-07** Approve Bid for Boiler Replacement for Buildings A & C – Property and Technology Com. (72)
 18. **R2025-11-08** Approval of Court Security Lieutenant Position for Sheriff's Office – Public Safety & Admin. Com. (83)
 19. Announcements/General Information (No Action to be taken)
 - 19.1. OC Squad's Annual Bake Sale (87)
 20. 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: 11/14/2025

December Invocation by Supervisor Pillsbury

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

2025 BRIDGE AID PAYMENTS - Petitions

WI Statue 81.38

TOWN	LOCATION	TOTAL COST	PAYMENT
Oconto	Frog Pond Road (Emergency replacement)	\$11,685.17	\$5,842.58

AMENDATORY ORDINANCE – A2025-11-01

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

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250058, filed September 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 Forest with Conservancy Overlay District to Forest District on property described as:

PROPERTY INFORMATION: Tax Parcel # 002-221600644

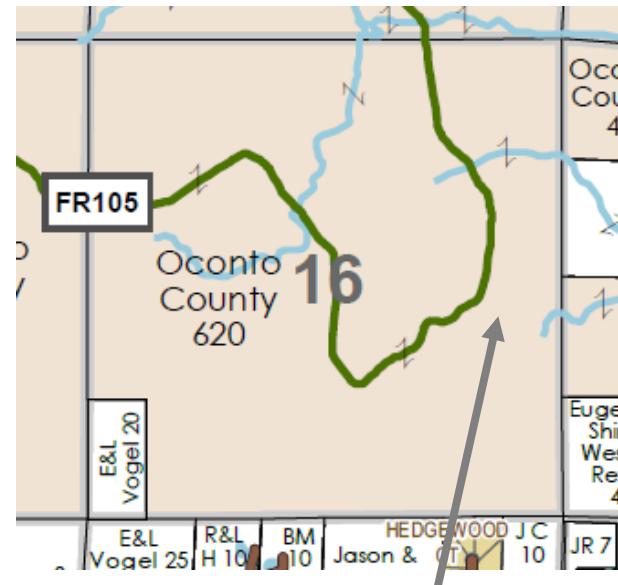
Part of Section 16, T27N, R20E, Town of Abrams

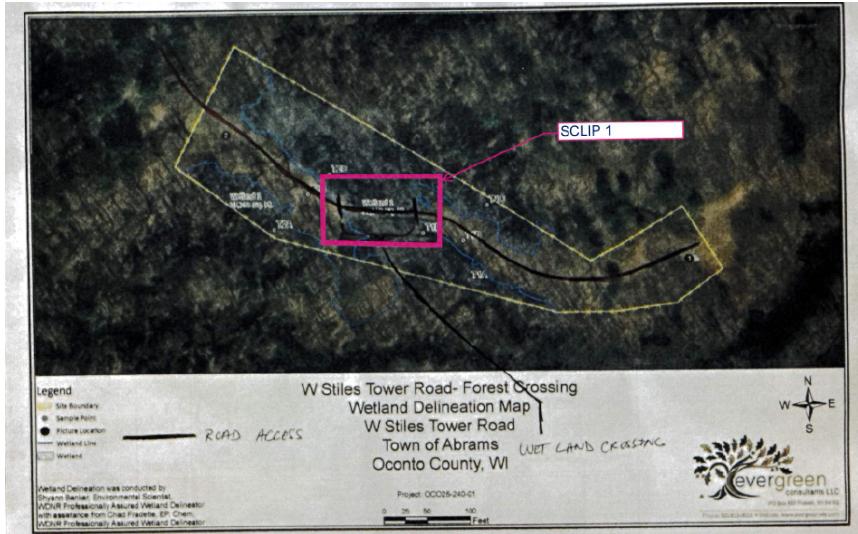
Existing Zoning: Forest with Conservancy Overlay District

Proposed Zoning: Forest District

PROPERTY OWNER: Oconto County Forest & Parks

Area to be rezoned





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

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43 WHEREAS: the applicant (Oconto County Forestry & Parks Dept) desires to rezone 1476 sq ft out
44 of Conservancy District (wetlands) to Forest District in order to fill this area to provide upland access to a
45 residence authorized to utilize County Forest Road 105 to gain access to a private parcel; and

46 WHEREAS: the acreage is currently being utilized as an existing logging trail; and

47 WHEREAS: the parcel is located along County Forestry Road 105 and the area of concern has
48 been delineated by an assured wetland delineator for accuracy; and

49 WHEREAS: the WI DNR has approved a permit GP-NE-2025-43-02704 on September 23, 2025
50 to fill the least amount of wetlands necessary to gain upland access to an adjacent residential parcel; and

51 WHEREAS: the Land & Water Resources Committee held a public hearing on 11/10/2025 and
52 after listening to testimony for and against, and after reviewing the application staff report, the standards
53 for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has
54 recommended approval.

55 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS
56 FOLLOWING: Petition: RZ-20250058

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

61 Section 3: Rezone petition RZ-20250058 is hereby adopted amending the Oconto County Wetland
62 Inventory Map, by changing the zoning classification from Forest with Conservancy Overlay District to
63 Forest District for the above referenced area.

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

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77 Submitted this 20th day of November, 2025.
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79 By: LAND AND WATER RESOURCES COMMITTEE
80

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

88

89 *Electronically Reviewed by Corporation Counsel on 11.13.2025 - BLE*

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

91

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AMENDATORY ORDINANCE – A2025-11-02

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

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250060, filed October 10, 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:

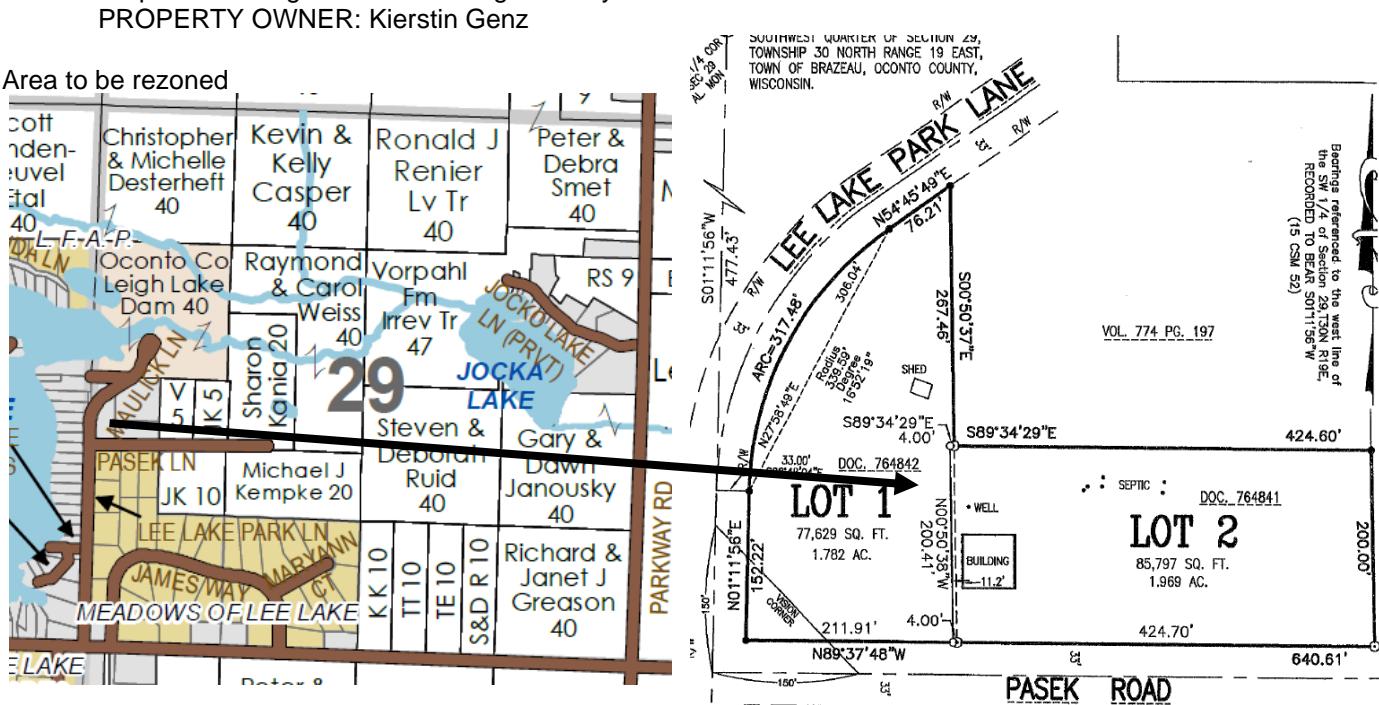
PROPERTY INFORMATION: Tax Parcel # 008-292903832F & 008-292903432

Part of Section 29, T30N, R19E, Town of Brazeau

Existing Zoning: Rural Residential District

Proposed Zoning: Residential Single Family District

PROPERTY OWNER: Kierstin Genz



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

WHEREAS: the applicant desires to rezone 3.75 acres to Residential Single Family District in order to bring the parcel into compliance to reconfigure 2 existing lots; and

WHEREAS: the acreage is currently being utilized as vacant lands; and

WHEREAS: the parcel is located along Pasek Rd & Lee Lake Park Rd and is in an area planned for residential development; and

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

56 WHEREAS: the Land & Water Resources Committee held a public hearing on 11/10/2025 and
57 after listening to testimony for and against, and after reviewing the application staff report, the standards
58 for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has
59 recommended approval.

60 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS
61 FOLLOW: Petition: RZ-20250060

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

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

66 Section 3: Rezone petition RZ-20250060 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.

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

70 Submitted this 20th day of November, 2025.

71 By: LAND AND WATER RESOURCES COMMITTEE

72 Tim Cole, Chair
73 Patrick J. Scanlan
74 Keith Schneider
75 Wayne Kaczrowski
76 Mike Beyer
77 Dennis Kroll, Alternate
78 David Parmentier, Alternate

79 *Electronically Reviewed by Corporation Counsel on 11.13.2025 - BLE*

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

AMENDATORY ORDINANCE – A2025-11-03

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

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250059, filed October 9, 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 # 012-151500413 & 012-151501024A

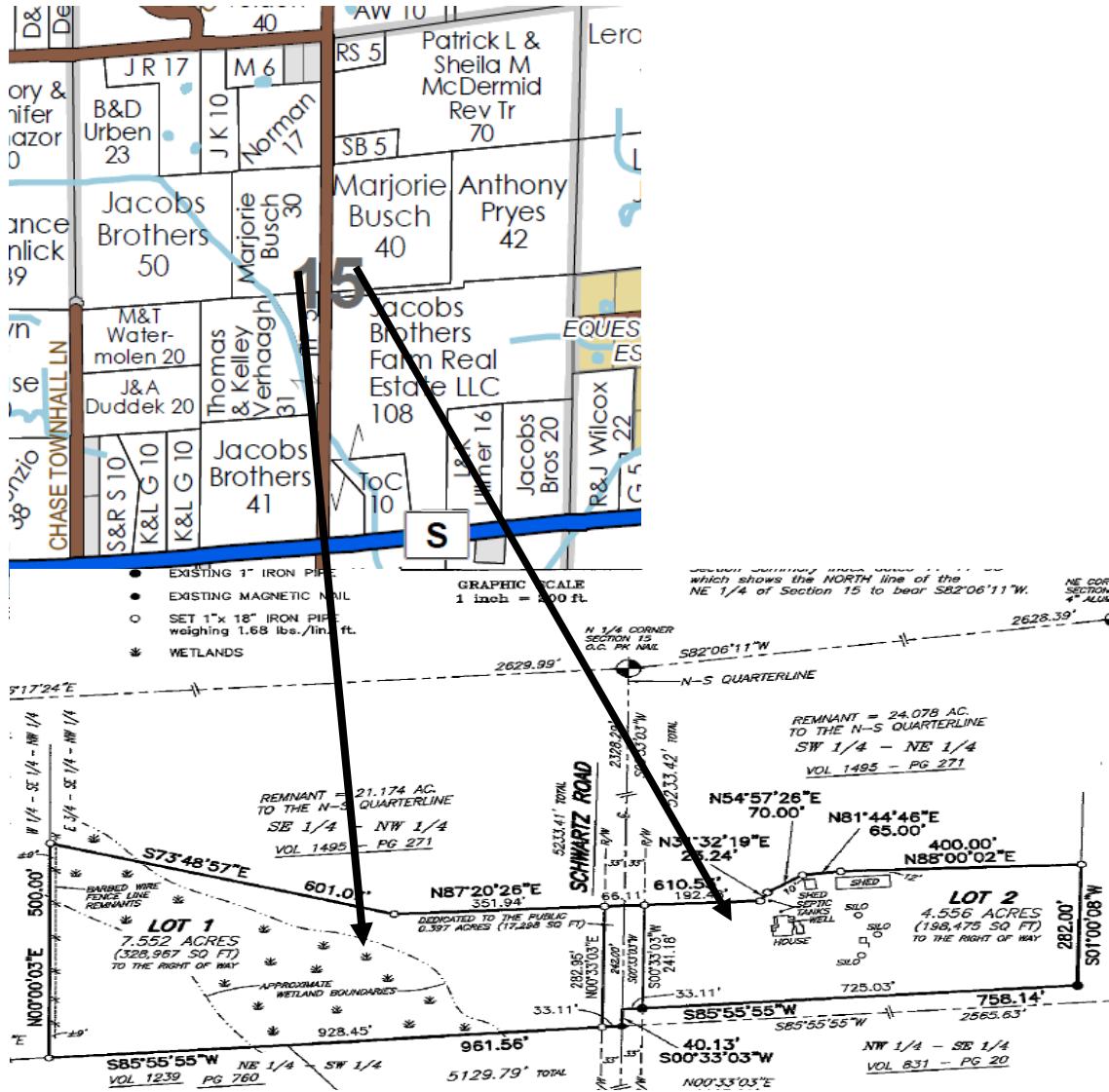
Part of Section 15, T26N, R19E, Town of Chase

Existing Zoning: Agricultural District

Proposed Zoning: Rural Residential District

PROPERTY OWNER: Estate of Marjorie Busch

Area to be rezoned



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

57 WHEREAS: the applicant desires to rezone 12.108 acres to Rural Residential District in order to
58 bring the parcel into compliance to create two residential lots; and

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60 WHEREAS: the acreage is currently being utilized as an existing residence on primarily wooded
61 acreage; and

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

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

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69 WHEREAS: the Land & Water Resources Committee held a public hearing on 11/10/2025 and
70 after listening to testimony for and against, and after reviewing the application staff report, the standards
71 for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has
72 recommended approval.

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74 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS
75 FOLLOWS: Petition: RZ-20250059

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

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

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83 Section 3: Rezone petition RZ-20250059 is hereby adopted amending the Oconto County Zoning District
84 Map, by changing the zoning classification from Agricultural District to Rural Residential District for the
85 above noted description.

86
87 Section 4: The ordinance shall take effect the day after passage and publication as required by law.

90
91 Submitted this 20th day of November, 2025.

92
93 By: LAND AND WATER RESOURCES COMMITTEE

94
95 Tim Cole, Chair
96 Patrick J. Scanlan
97 Keith Schneider
98 Wayne Kaczrowski
99 Mike Beyer
100 Dennis Kroll, Alternate
101 David Parmentier, Alternate

102
103 *Electronically Reviewed by Corporation Counsel on 11.13.2025 - BLE*

104
105 *Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant*

AMENDATORY ORDINANCE – A2025-11-04

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

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250054, filed September 15, 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 # 028-353501744

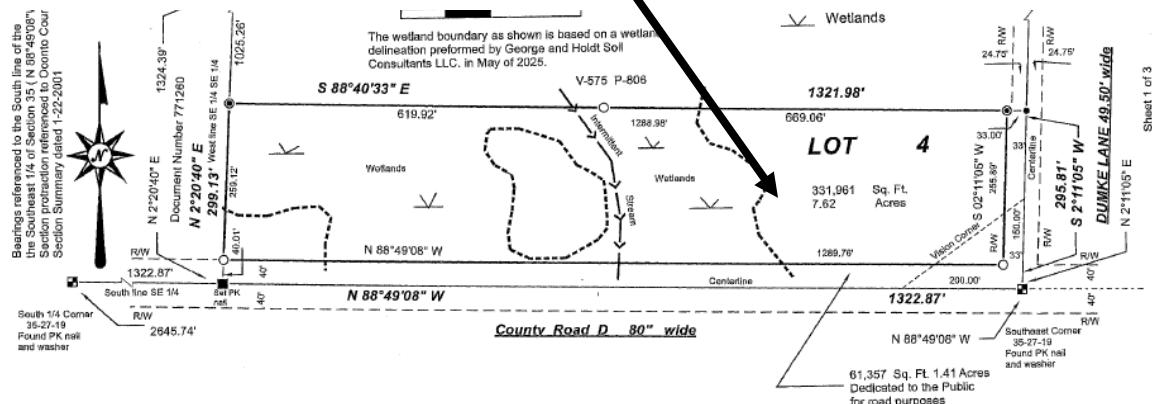
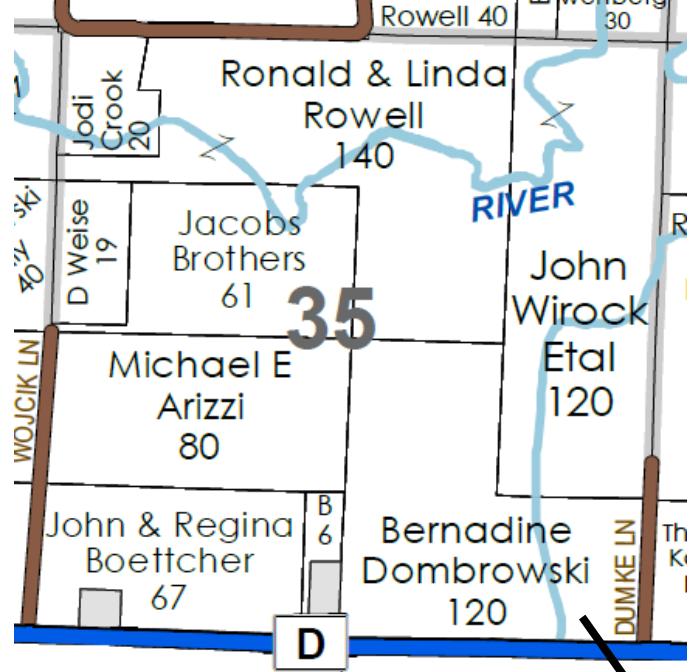
Part of Section 35, T27N, R19E, Town of Morgan

Existing Zoning: Agricultural District

Proposed Zoning: Rural Residential District

PROPERTY OWNER: Bernadine Dombrowski

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 7.62 acres to Rural Residential District in order to bring the parcel into compliance to sell the lot for development; and

WHEREAS: the acreage is currently being utilized as woodlands and farmlands; and

WHEREAS: the parcel is located along County D and Dumke Lane 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 11/10/2025 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-20250054

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-20250054 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 20th day of November, 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 11.13.2025 - BLE

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

AMENDATORY ORDINANCE – A2025-11-05

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

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250056, filed September 18, 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 # 040-2020008231 & 040-2020009232

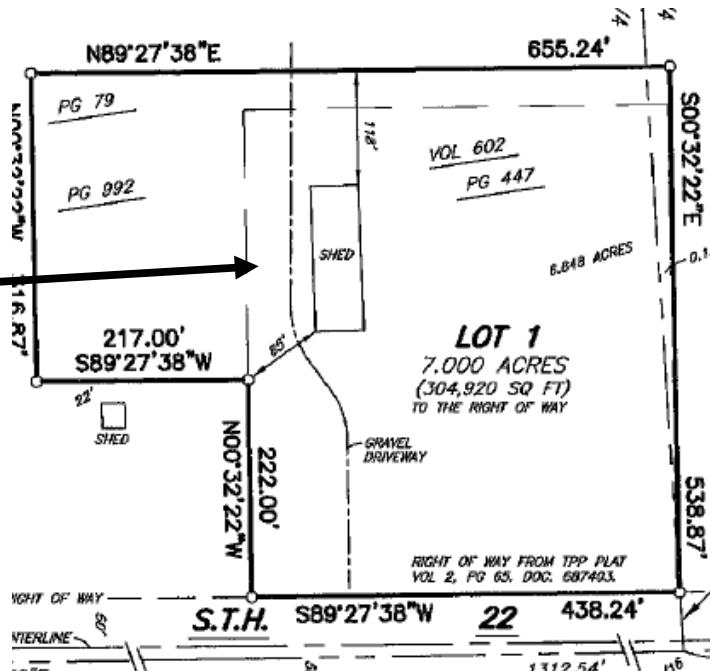
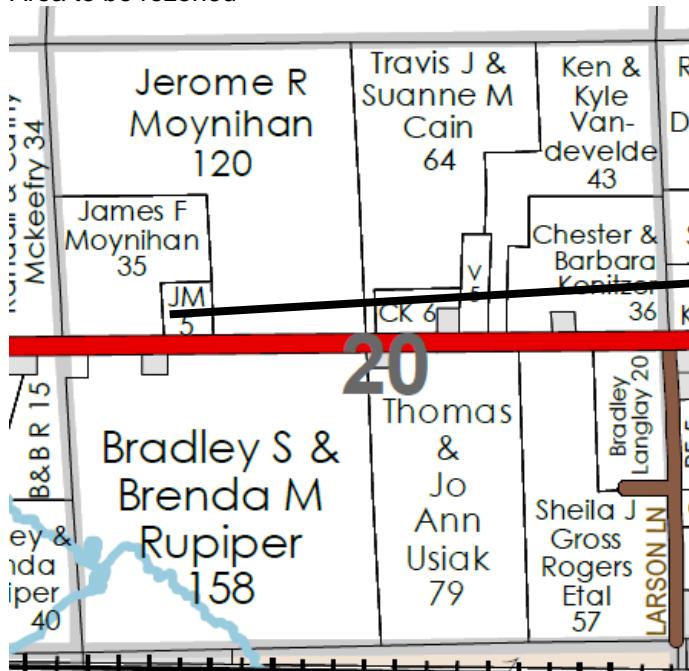
Part of Section 20, T28N, R20E, Town of Stiles

Existing Zoning: Agricultural District

Proposed Zoning: Rural Residential District

PROPERTY OWNER: Jerome Moynihan

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 7.00 acres to Rural Residential District in order to bring the parcel into compliance to adjoin additional lands to existing improved lot; and

WHEREAS: the acreage is currently being utilized as agricultural lands with a storage shed; and

WHEREAS: the parcel is located along Hwy 22 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 11/10/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards

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

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60 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS
61 FOLLOWS: Petition: RZ-20250056

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

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

68
69 Section 3: Rezone petition RZ-20250056 is hereby adopted amending the Oconto County Zoning District
70 Map, by changing the zoning classification from Agricultural District to Rural Residential District for the
71 above noted description.

72
73 Section 4: The ordinance shall take effect the day after passage and publication as required by law.

74
75
76 Submitted this 20th day of November, 2025.

77
78 By: LAND AND WATER RESOURCES COMMITTEE

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

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89
90 *Electronically Reviewed by Corporation Counsel on 11.13.2025 - BLE*

91
92 *Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant*

RESOLUTION – R2025-11-01

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

Re: Approval of Revised Bay Workforce Development Area Agreement

WHEREAS, Oconto County is a member of the Bay Workforce Development Area, along with Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Outagamie, Shawano and Sheboygan Counties that was founded in 2012, and

WHEREAS, a revised agreement (attached) is needed, and

WHEREAS, the Administration Committee recommends approval of the attached revised agreement, and

WHEREAS, the fiscal impact is none.

THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors hereby approve the revised Bay Workforce Development Area Agreement.

Submitted this 20th day of November, 2025.

By: ADMINISTRATION COMMITTEE

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

Electronically Reviewed by Corporation Counsel on 11.13.2025 – BLE

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



Serving Brown, Door, Florence, Kewaunee,
Manitowoc, Marinette, Menominee, Oconto,
Outagamie, Shawano, and Sheboygan counties

20250– 203025

**Chief Elected Officials (CEO) Consortium Agreement
between the counties of
The Wisconsin Bay Workforce Development Area
(Modified 095/114/20254)**

This Chief Elected Officials (CEO) Consortium Agreement Between the Counties of The Wisconsin Bay Workforce Development Area, was made and entered into on October 1, 2012, submitted for county renewal on June 11, 2020, and amended pursuant to Public Law 113-128, by and between the counties of Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Outagamie, Shawano, and Sheboygan, as bodies corporate organized under the Laws of the State of Wisconsin.

RECITALS

WHEREAS, the Congress of the United States adopted Public Law 113-128, the Workforce Innovation and Opportunity Act (“WIOA”) enacted July 22, 2014, authorizing the expenditure of Federal funds to streamline services through Statewide Workforce Investment Systems, empower individuals through information and access to training resources, provide universal access to core career services, increase accountability for results, ensure a strong role for local governmental boards and the private sector in the Workforce Investment System, facilitate State and local flexibility, and improve youth programs; and

WHEREAS, under WIOA §106 (b), the Wisconsin Governor (“Governor”) has designated eleven (11) Workforce Development Areas (“WDAs”) within the State Wisconsin to administer the provisions of the WIOA; and

WHEREAS, the WDA, designated by the Governor, for the counties of Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Outagamie, Shawano, and Sheboygan (collectively, “Counties;” individually, “County”) is the Wisconsin Bay Workforce Development Area (“Bay WDA”); and

WHEREAS the WIOA, as well as Wisconsin Statute §66.0301, provides counties within a WDA the authority to enter into consortium agreements to allow them to define their roles and duties in administering the applicable provisions of the WIOA; and

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WHEREAS, in accordance therewith, the Board of Supervisors for each county in the Bay WDA adopted resolutions authorizing their respective Chief Local Elected Official (“CLEO”) to enter into this Chief Elected Official (CEO) Consortium Agreement Between the Counties of The Wisconsin Bay Workforce Development Area (“Agreement”), for the purpose of conducting WIOA §107.

Commented [MF1]: “carrying out”?

NOW, THEREFORE, in consideration of the above premises and the mutual covenants contained herein, as well as other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Counties, through their respective CEOs, do hereby agree as follows:

A proud partner of the american job center network

Bay Area WDB is an Equal Opportunity Service Provider and Employer.

If you need this information or printed material in an alternate format or in a different language, services are available free of charge by contacting us at 920-617-1384 or info@bayareawdb.org. Deaf, hard of hearing or speech impaired callers can reach us through Wisconsin Relay Service at 7-1-1.

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SECTION I – DEFINITIONS

For purposes of this Agreement, the following definitions shall apply to the following terms:~~acronyms~~:

- A. **“County Consortium”** – shall refer to the eleven (11) counties of the Bay WDA that, through their respective Chief Elected Officials (“CEOs”), have constituted themselves to be a Consortium per Wisconsin Statutes §66.0301.
- B. **“Local Elected Officials Board / Workforce Development Board (WDB) Joint Agreement”** (“Joint Agreement”) – shall refer to that agreement entered between the LEO Board and pursuant to WIOA §107 and §121, for purposes of memorializing their respective partnership obligations thereunder.
- C. **“Chief Elected Official” (“CEO”)** – shall refer to the County Executive of the counties that have an office of County Executive under Wisconsin Statutes Chapter 59 and shall refer to the Board Chair of those counties that do not have an office of County Executive thereunder.
- D. **“Consortium Chief Local Elected Official”** (“CLEO”) – shall refer to that Local Elected Official (“LEO”) selected by the LEO Board per its duly enacted “Local Elected Officials Bylaws of the Consortium” (“LEO Bylaws”) to serve as the Chair of the LEO Board under WIOA. The CLEO selected hereunder must be an elected official of the County.
- E. **“Designee”** – shall refer to that individual designated by his/her CEO under applicable LEO Bylaws to serve, in place of said CEO, as one of the eleven (11) LEO Board members if he/she is an elected official of his/her respective County.
- F. **“LEO Board”** – shall refer to the eleven-member board of commissioners appointed to function as the Bay WDA’s County Consortium governing unit and legal representatives, the membership of which shall:
 - 1. Consist of each County’s CEO or Designee; and
 - 2. Shall be maintained in accordance with the governing LEO Bylaws, as may be amended from time to time.
- G. **“Workforce Development Board” (“WDB”)** – shall refer to the entity appointed by the LEO Board, pursuant to WIOA §107, to provide in partnership with the LEO Board, policy, and strategic guidance for, and exercise oversight concerning, WIOA programs, services, and activities in the WDA.
- H. **“Local Plan”** – shall refer to the 4-year comprehensive Local Plan developed by the WDB in partnership with the LEO Board in a manner consistent with the State plan, as well as WIOA §108.
- I. **“Memorandum of Understanding” (“MOU”)** – shall refer to the agreement pursuant to WIOA §121 (c), developed by the WDB and approved by the LEO Board, entered between the WDB and respective One-Stop Partners regarding the WDA’s One-Stop Delivery System.
- J. **“One-Stop Delivery System” (“OSDS”)** – shall refer to the system that, at a minimum, makes accessible, through One-Stop Operators selected by the WDB and the LEO Board, at not less than one physical center in each WDA, the services described within WIOA §121 (e).

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K. **“Workforce Investment System”** – shall refer to the statewide system developed with WIOA funds, to provide WIOA programs, services, and activities through a One-Stop Delivery System (OSDS).

SECTION II – ESTABLISHMENT OF THE CONSORTIUM.

A. Pursuant to Wisconsin Statute §66.0301, the Counties of the Bay WDA – Brown, Door, Florence Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Outagamie, Shawano, and Sheboygan, through their respective CEOs, do hereby constitute themselves to be the Bay Workforce Development Area Chief Elected Official (CEO) Consortium (“Consortium”) for purposes of WIOA §107.

B. In establishing said Consortium, each County, or any combination thereof, reserves the right to petition the Governor to become a separate district or WDA without requiring the approval of the other Counties so long as notice, in the manner set forth in the governing LEO Bylaws, is provided to each County in advance, and the related petition complies with governing law.

C. The Counties may terminate this Agreement if expected or actual funding from the State or Federal governments, or other sources, is withdrawn or reduced in such a fashion as to make the continued operation of the WDA unfeasible, effective only upon advance notice of termination with receipt acknowledged by each County and the Governor.

D. The Consortium may be dissolved, and this Agreement rescinded if consent from all County Board Supervisors and the Governor is obtained in advance thereof.

E. If the WDA’s WDB and the LEO Board fail to agree upon the development and/or submission of the Local Plan created pursuant to WIOA, and/or the choice of a grant recipient or sub-grant recipient, as more fully referred to herein, the Governor shall re-designate a local WDA under WIOA §106, thereby terminating this Agreement.

F. Any County that withdraws from the Consortium, whether through the petition, termination, or dissolution provisions, shall remain solely responsible for its proportionate share of all liabilities, as determined by the LEO Board, that in any way related to any period prior to said County’s withdrawal.

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SECTION III – GOVERNANCE/ORGANIZATION OF THE CONSORTIUM

A. The Consortium shall exercise those powers granted to CEOs under WIOA through its governing unit and legal representative, the LEO Board – an eleven (11) member board of commissioners whose membership must consist of each County’s CEO or Designee, who must be an elected official of the same county and shall be maintained consistent with the governing LEO Bylaws and Joint Agreement, as may be amended from time to time.

B. In accordance with its bylaws, the LEO Board shall elect from its membership a Chair, a Vice-Chair, and such other officers as may be provided for therein. and any vacancies hereunder shall be filled by election, in accordance with the applicable bylaws, for the remainder of the unexpired term.

C. Along with any additional duties proscribed within the LEO Bylaws, and unless stated otherwise, the Chair of the LEO Board shall serve as the Consortium Chief Local Elected Official (CLEO), his/her

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term of which shall be specified within the LEO Bylaws, for purposes of WIOA §107; shall execute all documents and contracts as authorized by the LEO Board; shall appoint a staff person of one of the Counties or the administrative entity, if the latter exists, to serve as the Board Clerk; and shall have the authority to speak on behalf of the Consortium in all matters relating to WIOA.

D. Along with any other appointments set forth in the LEO Bylaws or Joint Agreement, and so long as consistent therewith, the LEO Board, subject to Governor certification under WIOA §106, shall appoint a WDB to set policy for the Workforce Investment System in the WDA, the minimal composition of which must include:

1. A majority of representatives who are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority, who represent businesses, including small businesses, or organizations representing businesses that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the WDA, and are appointed from among individuals nominated by local business organizations and business trade associations;
2. Not less than 20 percent of representatives of the workforce within the local area shall include representatives of labor organizations nominated by local labor federations; and a representative who shall be a member of a labor organization or a training director from a joint labor-management apprenticeship program.

In addition, representatives in this category may include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve Veterans or that provide or support competitive integrated employment for individuals with disabilities; and organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.

3. Representatives of entities administering education and training activities in the local area, who shall include a representative of eligible providers administering adult education and literacy activities under Title II; a representative of institutions of higher education providing workforce investment activities (including community colleges); and may include representatives of local educational agencies, and community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment.
4. Representatives of governmental and economic and community development entities serving the WDA, who shall include a representative of economic and community development entities; a representative from the State employment service office under the Wagner-Peyser Act serving the WDA; a representative of the programs carried out under Title I of the Rehabilitation Act of 1973 serving the WDA; and may include representatives of agencies or entities administering programs serving the WDA relating to transportation, housing, and public assistance; and may include representatives of philanthropic organizations serving the WDA.

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5. May include other individuals or representatives of entities as the Chief Elected Official may determine to be appropriate. If, after a reasonable effort, the LEO Board is unable to agree on the above appointments, the Governor may appoint the WDB members from individuals so nominated or recommended, pursuant to WIOA §107 (c) (1) (B) (ii). The WDB duly appointed by the LEO Board, pursuant to WIOA §107, shall be known as the Bay Area Workforce Development Board (“Bay Area WDB” or herein, “WDB”).

E. When WDB vacancies occur, the LEO Board will solicit nominations from appropriate business, education, state, and community organizations throughout the region to fill workforce development area Board vacancies. All LEO Board members may submit such nominations. The WDA Administrative Entity will conduct the required process for accepting nominations and properly record all such nominations for the LEO Board.

F. Unless specifically designated otherwise in the Bylaws or Joint Agreement, and so long as is consistent therewith, the LEO Board shall serve as the Local Grant Recipient (“Grant Recipient”) for WIOA grant funds allocated to the WDA and shall be liable in the manner more fully set forth herein, for any misuse thereof. The LEO Board shall retain said liability regardless of whether it amends the Bylaws or Joint Agreement for purposes of designating another entity to be the Grant Recipient. Additionally, the LEO Board shall designate an entity to serve as the Local Grant Sub-Recipient (“Sub-Recipient”) for WIOA grant funds allocated to the WDA. Unless, and until such time that the Bylaws and Joint Agreement are amended to designate another entity and, so long as consistent therewith, the Sub-Recipient for the WDA shall be the WDB. This Sub-Recipient designation, as well as any subsequent designation hereunder, shall not relieve the LEO Board of the liability for any misused WIOA grant funds.

G. There may be established, as a subgroup of the WDB, a Youth Standing Committee whose membership shall be appointed, in cooperation with the LEO Board, by the WDB, and shall assist with planning, operational, and other issues relating to the provision of services to youth, which shall include community-based organizations with a demonstrated record of success in serving eligible youth [Sec. 107 (b)(4)(ii)]. The Youth Standing Committee shall:

1. Coordinate area-wide youth services.
2. Assist with planning
3. Oversee operational programs related to youth services
4. Design and build comprehensive youth services at the local level
5. Identify gaps in services and develop a strategy to use competitive selections or community partnerships to address the unmet needs of youth
6. Coordinate youth policy
7. Ensure quality services
8. Leverage financial and programmatic resources
9. Recommend eligible youth service providers

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The Youth Standing Committee shall be chaired by a member of the WDB and include members of community-based organizations with a demonstrated record of success in serving eligible youth, and may include other individuals with appropriate expertise and experience, parents, participants, and youth, as well as program representatives from:

- i. Education and Training
- ii. Vocational Rehabilitation
- iii. Health and Mental Health
- iv. Housing and Public Assistance
- v. Justice, including juvenile justice
- vi. Philanthropy
- vii. Economic and Community Development
- viii. Employers

H. To receive funding under WIOA §128, a One-Stop Delivery System (“OSDS”) shall be established, through WDB designation provided that it is consistent with WIOA §107 and §121, and approved by the LEO Board of a One-Stop Operator, that, at a minimum and in a manner consistent with WIOA §121 (d), shall make the following programs, services, and activities accessible at not less than one physical center within the WDA:

- 1. Provide the career services described in WIOA §134 (c) (2).
- 2. Provide access to training services as described in WIOA §134 (c) (3), including serving as the point of access to training services for participants in accordance with WIOA §134 (c) (3) (G).
- 3. Provide access to the employment and training activities conducted under WIOA §134 (d), if any.
- 4. Provide access to programs and activities conducted by One-Stop Partners described in subsection (b).
- 5. Provide access to the data, information, and analysis described in §15 (a) of the Wagner-Peyser Act [29 U.S.C. 491-2 (a)] and all job search, placement, recruitment, and other labor exchange services authorized under the Wagner-Peyser Act (29 U.S.C. 49 et seq.).

SECTION IV – ADMINISTRATION OF THE CONSORTIUM

As the Consortium’s governing unit, the LEO Board shall exercise ongoing oversight of WDB activities; maintain an ongoing relationship with the WDB; and work in tandem with the WDB for purposes of conducting WIOA programs, services, and activities. However, unless provided otherwise by WIOA or herein, the details of how the LEO Board and the WDB will work together to accomplish the same, shall be negotiated and contained in an Agreement consistent with WIOA §107 and §116. The Agreement, entered in a manner consistent herewith, is the Local Elected Officials Board / Bay Area Workforce Development Board Joint Agreement (“Joint Agreement”), as may be amended from time to time.

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Notwithstanding, the LEO Board either exclusively, or in cooperation with the WDB, must comply with the following WIOA mandates:

- A. The LEO Board shall consult with the Governor on the designation or re-designation of a WDA in the manner provided for under WIOA §106.
- B. In partnership with the WDB, the LEO Board shall develop, approve, and submit to the Governor, a Local Plan, including any revisions thereto, that is consistent with the corresponding State Plan, as well as WIOA §108, including, at a minimum, the following therein:
 1. A description of the strategic planning elements consisting of—
 - a. An analysis of the regional economic conditions including—
 - (i) existing and emerging in-demand industry sectors and occupations; and
 - (ii) the employment needs of employers in those industry sectors and occupations.
 - b. An analysis of the knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations.
 - c. An analysis of the workforce in the region, including current labor force employment (and unemployment) data, information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment.
 - d. An analysis of the workforce development activities (including education and training) in the region, including an analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the identified education and skill needs of the workforce and the employment needs of employers in the region.
 - e. A description of the WDB's strategic vision and goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment), including goals relating to the performance accountability measures based on primary indicators of performance described in WIOA §116 (b)(2) (A) to support regional economic growth and economic self-sufficiency; and
 - f. Considering analyses described in subparagraphs (a) through (d), a strategy to work with the entities that conduct the core programs to align resources available to the local area, to achieve the strategic vision and goals described in subparagraph (e).
 2. A description of the workforce development system in the local area that identifies the programs that are included in that system and how the WDB will work with the entities carrying out core programs and other workforce development programs to support alignment to provide services, including programs of study authorized under the Carl D. Perkins Career

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and Technical Education Act of 2006 (20 U.S.C. 2301 et seq.), that support the strategy identified in the State plan under §102 (b) (1) (E);

3. A description of how the WDB, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable);
4. A description of the strategies and services that will be used in the local area—
 - a. to—
 - i. facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs.
 - ii. support a local workforce development system that meets the needs of businesses in the local area.
 - iii. better coordinate workforce development programs and economic development.
 - iv. strengthen linkages between the OSDS and unemployment insurance programs; and
 - b. that may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies, designed to meet the needs of employers in the corresponding region in support of the strategy described in paragraph (1) (f).
5. A description of how the local board will coordinate workforce investment activities conducted in the local area with economic development activities conducted in the region in which the local area is located (or planning region) and promote entrepreneurial skills training and microenterprise services.
6. A description of the One-Stop Delivery System (OSDS) in the local area, including—
 - a. A description of how the local board will ensure the continuous improvement of eligible providers of services through the OSDS and ensure that such providers meet the employment needs of local employers, workers, and job seekers.
 - b. A description of how the local board will facilitate access to services provided through the OSDS, including in remote areas, using technology, and through other means.

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- c. A description of how entities within the OSDS, including One-Stop Operators and the One-Stop Partners, will comply with WIOA §188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities; and
 - d. A description of the roles and resource contributions of the One-Stop Partners.
 7. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.
 8. A description of how the local board will coordinate workforce investment activities conducted in the local area with statewide rapid response activities, as described in WIOA §134 (a) (2) (A).
 9. A description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which description and assessment shall include an identification of successful models of such youth workforce investment activities.
 10. A description of how the local board will coordinate education and workforce investment activities conducted in the local area with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services.
 11. A description of how the local board will coordinate workforce investment activities conducted under this title in the local area with the provision of transportation, including public transportation, and other appropriate support services in the local area.
 12. A description of plans and strategies for, and assurances concerning, maximizing coordination of services provided by the State employment service under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) and services provided in the local area through the OSDS, to improve service delivery and avoid duplication of services.
 13. A description of how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of adult education and literacy activities under title II in the local area, including a description of how the local board will carry out, consistent with subparagraphs (A) and (B) (i) of §107 (d) (11) and §232, the review of local applications submitted under Title II;
 14. A description of the replicated cooperative agreements [as defined in §107 (d) (11)] between the local board or other local entities described in §101 (a) (11) (B) of the Rehabilitation Act of 1973 [29 U.S.C. 721 (a) (11) (B)] and the local office of a designated State agency or designated State unit administering programs carried out under Title I of such Act (29 U.S.C. 720 et seq.) (other than §112 or Part C of that title (29 U.S.C. 732, 741) and subject to §121

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(f) in accordance with §101 (a) (11) of such Act [29 U.S.C. 721 (a)(11)] with respect to efforts that will enhance the provision of services to individuals with disabilities and other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination;

15. An identification of the entity responsible for the disbursal of grant funds described in §107 (d) (12) (B) (i) (III), as determined by the Chief Elected Official or the Governor under §107(d)(12)(B)(i).
16. A description of the competitive process to be used to award the sub-grants and contracts in the local area for activities conducted under this title.
17. A description of the local levels of performance negotiated with the Governor and Chief Elected Official pursuant to §116 (c), to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under Subtitle B, and the OSDS, in the local area.
18. A description of the actions the local board will take toward becoming or remaining a high-performing board, consistent with the factors developed by the State Board pursuant to §101 (d) (6).
19. A description of how training services under Chapter 3 of Subtitle B will be provided in accordance with §134 (c) (3) (G), including, if contracts for the training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts under that chapter and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided;
20. A description of the process used by the local board, consistent with subsection (d), to provide an opportunity for public comment, including comments by representatives of businesses and comments by representatives of labor organizations, and input into the development of the local plan, prior to submission of the plan.
21. A description of how One-Stop Centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs conducted under this Act and programs conducted by One-Stop Partners, and.
22. Such other information as the Governor may require.

The LEO Board/WDB Local Plan is developed to be submitted to the Governor for approval under WIOA §108, the approval of which when duly obtained thereunder will be the Wisconsin Bay Workforce Development Area WIOA Local Plan 2016 (“Local Plan”).

- C. The LEO Board shall review and approve the budget developed by the WDB to perform its duties as a WDA in accordance with WIOA §107 (“Budget”).
- D. In cooperation with the WDB, the LEO Board, as Grant Recipient, shall disburse funds, pursuant to

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WIOA §107, for workforce investment activities at the direction of the WDB; provided that said direction does not violate any provision of WIOA.

E. Consistent with WIOA §121 (d), the LEO Board shall approve the WDB's designation or certification of One-Stop Operators.

In addition, the LEO Board shall approve any request by the WDB to terminate the eligibility of a One-Stop Operator for the cause. Absent a waiver by the Governor, the WDB, as well as any of its staff employed under WIOA §107, shall not serve as the One-Stop Operator for the WDA.

F. Consistent with WIOA §121 (c), the LEO Board shall review and approve any Memorandum of Understanding ("MOU") entered between the WDB and the One Stop Partners concerning the operation of the OSDS within the WDA, the MOU of which, at a minimum, consists of the following provisions:

1. The services to be provided through the OSDS consistent with the requirements of WIOA §121, including the way the services will be coordinated and delivered through such a system.
2. How the costs of such services and the operating costs of such system will be funded, including—
 - a. Funding through cash and in-kind contributions (fairly evaluated), which contributions may include funding from philanthropic organizations or other private entities, or through other alternative financing options, to provide a stable and equitable funding stream for ongoing OSDS operations.
 - b. Funding of the infrastructure costs of One-Stop Centers in accordance with WIOA §121(h).
3. Methods of referral of individuals between the One-Stop Operator and the One-Stop Partners for appropriate services and activities.
4. Methods to ensure the needs of workers and youth, and individuals with barriers to employment, including individuals with disabilities, are addressed in the provision of necessary and appropriate access to services, including access to technology and materials, made available through the OSDS; and
5. The duration of the memorandum of understanding and the procedures for amending the memorandum during the duration of the memorandum, and assurances that such memorandum shall be reviewed not less than once every 3 years to ensure appropriate funding and delivery of services; and
6. Such other provisions, consistent with the requirements of this title, as the parties to the agreement, determine to be appropriate.

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G. The LEO Board shall work with the WDB to conduct the oversight mandated by WIOA §107 (d) (8), with respect to local programs of youth activities authorized under the WIOA §129, local employment and training activities authorized under WIOA §134, and the OSDS within the WDA, consistent with WIOA, as well as the Bylaws and Joint Agreement entered thereunder.

SECTION V - FISCAL MANAGEMENT; LIABILITY; MISUSE OF GRANT FUNDS

A. Fiscal Management.

Unless designated otherwise in the Bylaws, Joint Agreement, or herein, and so long as said designation is consistent with the WIOA, the LEO Board shall serve as Grant Recipient of, and be liable for any misuse of, grant funds allocated to the WDA under of the WIOA §128 and §133. Notwithstanding a subsequent designation in accordance herewith, the LEO Board shall remain liable for any misuse of WIOA funds granted hereunder.

In addition, and notwithstanding its designation of the WDB as the Sub-Recipient of said funds, the LEO Board shall remain liable for any misuse thereof. To prevent misuse hereunder:

1. The LEO Board shall continuously monitor, and shall require the WDB to continuously monitor, WIOA grant-supported activities in accordance with Office of Management and Budget Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards ("Uniform Guidance") as implemented in December 2014.
2. Code of Federal Regulations Part 200 (as amended 2014), including the Department of Labor exceptions codified at 2 CFR 200.102 as applicable and as amended from time to time, referenced within WIOA §184; and shall require the WDB, as Sub-Recipient, to establish financial controls and procedures, satisfactory to the LEO Board, that accords with Generally Accepted Accounting Principles (GAAP), as well as any other federal and state laws, regulations, guidelines and/or procedures applicable to WIOA grant funding. At a minimum, the LEO Board shall require the following fiscal controls over the WDB and/or Sub-Recipient:
 - a. That it undergoes at least one annual review of the adequacy of said financial controls and procedures, which, if deemed necessary by the LEO Board, may include retaining the assistance of an independent accounting/consulting firm.
 - b. That it undergoes an annual independent audit, providing the LEO Board with a copy thereof, as well as such additional audits and/or financial reviews as the LEO Board, in its sole discretion, deems necessary.
 - c. That it maintains itemized and detailed records covering all expenditures under the Budget, providing the LEO Board with regular reports thereof, the duration of which may be increased or decreased by the LEO Board in its sole discretion, as well as any other reports deemed necessary by the LEO Board.

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3. That it inserts language regarding disallowed costs due to contractor error into all OSDS-related MOUs and agreements, as well as any other applicable contracts entered under the WIOA; and
4. That regardless of whether it remains the Sub-Recipient, the WDB will establish and maintain bylaws consistent with the WIOA, as well as the Bylaws and the a Joint Agreement to ensure the efficient administration and management of its WIOA programs, services, and activities that, at a minimum, indicate how the BAWDB will:
 - a. Identify, consistent with WIOA §123, eligible providers of youth activities in the WDA by awarding grants or contracts on a competitive basis.
 - b. Identify, consistent with WIOA §122, eligible providers of training services within the WDA.

As applicable, under WIOA §134, will identify eligible providers of intensive services within the Bay WDA by awarding contracts.

- c. Assist the Governor in developing the statewide employment statistics system. as referenced within WIOA §107 (d) (1).
- d. Coordinate the workforce investment activities authorized under WIOA and conducted in the WDA with economic strategies and develop other employer linkages with such activities.
- e. Promote the participation of private sector employers in the State's workforce system and ensure the effective provision, through the said system, of connecting, brokering, and coaching activities, through intermediaries such as the One-Stop Operator in the WDA or through other organizations, to assist such employers in meeting hiring needs.
- f. Make available to the public, in a manner consistent with relevant Open Records Laws, on a regular basis through open meetings, information regarding its activities, including information regarding the Local Plan prior to its original or revised submission, and regarding membership, the designation and certification of One-Stop Operators, and the award of grants or contracts to eligible providers of youth activities, and, on request, minutes of its formal meetings.
- g. Not, absent receipt of a Governor waiver, itself, provide the training services described within WIOA §134.
- h. Not allow its members to vote on a matter under BAWDB consideration that:
 - i. relates to the provision of services by said members or an entity represented by said members.

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- ii. would provide direct financial benefit to said members or their immediate family; or (iii) would be deemed a conflict of interest of said members under the State plan.
- i. Solicit and accept grants and donations from sources other than Federal funding that is made available under WIOA; and
- j. Employ the staff deemed necessary to administer and disburse funds for the applicable WIOA programs, services, and activities and handle issues relating to grievances, nepotism, Maintenance of Effort, and additional Conflicts of Interest or Ethical Obligations not already addressed herein.

If the WDB's current Bylaws entitled "Bylaws of the Bay Area Workforce Development Board" ("Board Bylaws"), or any duly enacted amendments thereto, conflict with the LEO Board Bylaws or Joint Agreement, the LEO Board Bylaws and Joint Agreement shall prevail so long as consistent with the WIOA.

B. Liability Management.

To further manage the LEO Board's exposure in the event of misused WIOA grant funds allocated to the WDA, the LEO Board shall adhere, and, where applicable, shall require the WDB and/or any of its providers to adhere, to the following guidelines:

- 1. That WIOA programs, services, and activities in the WDA be administered prudently to minimize liability, including, but not limited to, the requirement that all contractors who provide services purchased with WIOA grant funds be required to maintain general liability, workers' compensation, and automobile (if automobiles are used in providing services) insurance policies in an amount of at least \$1,000,000. Said contractors may also be required to provide fidelity insurance and/or bonding in such amounts deemed necessary by the LEO Board to protect the LEO Board, the Consortium, and the Counties. Contracts for service delivery shall require indemnification by the contractor if contractor errors or omissions result in disallowed costs or other liability.
- 2. That the Sub-Recipient be required to maintain errors and omissions insurance, fidelity insurance/bonding, general liability insurance, workers' compensation insurance, and automobile insurance to the extent deemed necessary by the LEO Board and in amounts to be determined by the LEO Board. Such insurance shall name the LEO Board, the Consortium, and each County as additional insureds. Such insurance shall name the LEO Board, the Consortium, and each County as additional insureds, except that additional insured status shall not be required for workers' compensation coverage.
- 3. That the WDB and/or the Sub-Recipient be required to indemnify, defend and hold harmless the LEO Board, the Consortium, and each County, as well as their agents, officers, elected officials, representatives, employees, successors and assigns, from and against any claim, demand, suit, payment, damages, loss, cost, and expense, including actual attorney's fees, because of any alleged or actual liability for injury or damages caused by, relating to or arising in any way, in whole or in part, from:

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- a. The wrongful, intentional, or negligent acts or omissions of the WDB, the Sub-Recipient, and/or their employees, agents, representatives, and subcontractors; or
- b. The breach by the WDB, the Sub-Recipient and/or their agents, officers, elected officials, representatives, employees, successors, and assigns, of this LEO Agreement, the Bylaws and/or Joint Agreement, as well as any other agreements/governing procedures enacted in accordance with WIOA and as amended from time to time.

4. That the LEO Board may further direct the purchase of additional fidelity/bonding, errors and omissions insurance, and other insurance to cover the individual LEO Board members, the Consortium, and each County to the extent deemed necessary by the LEO Board; and
5. That to the extent permitted by law, WDB corporate funds and assets ~~shall~~may be used first to pay any uncovered loss resulting from the activities of the Consortium, the LEO Board, ~~and~~ the WDB, WDB corporate funds and assets may be used first to pay any uncovered loss resulting from activities of, and/or the Sub-Recipient.

For all applicable insurance policies, the contract shall require a waiver of subrogation in favor of the LEO Board, the Consortium, and each County, including for workers' compensation coverage where permissible, by law.

C. Misuse of Grant Funds.

In the case of any misuse of grant funds allocated under WIOA to the Bay Workforce Development Area, liability shall be assigned as follows:

1. The Fox Valley Workforce Development Area.

~~Outagamie County understands and agrees that it may be liable for certain obligations of the Fox Valley Workforce Development Consortium (Fox Valley Consortium) that arose prior to Outagamie County joining the Bay Workforce Development Area County Consortium. Outagamie County understands and agrees that the Bay WDA LEO Board, its Consortium, and its Counties are not, and should not be, held responsible for any obligations of Outagamie County arising out of the Fox Valley Consortium. To this end, Outagamie County agrees to indemnify, defend and hold harmless the Bay WDA's LEO Board, its Consortium, and its Counties from and against any claim, demand, suit, payment, damages, loss, cost, and expense, including actual attorney's fees, that the Bay WDA's LEO Board, its Consortium and its counties may suffer, incur, be put to, pay or layout as a result of, or in any way relating to:~~

- a. Outagamie County's participation in the Fox Valley Consortium.
- b. The acts or omissions of Outagamie County, its employees, agents, and representatives while in the Fox Valley Consortium; or
- c. All claims, liabilities, or obligations of Outagamie County arising out of, or relating to, the Fox Valley Consortium.

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| **1.2.** Misuse of Consortium Funds.

The Consortium understands that the Counties are liable for any misuse of WIOA grant funds allocated to the WDA in accordance with the requirements of CFR Part 200, Uniform Guidance. In the event of misuse of said funds and after every possible method to reduce liability is exhausted, any remaining liability, as determined by the LEO Board, unless based upon the particular facts of the situation, the responsibilities of each County, its employees, agents, officers and/or representatives for the particular funds at issue can be apportioned more equitably, shall be apportioned among the Counties in proportion to their respective populations in accordance with the results of the decennial census. For example, if \$10,000 in liability remained and a given County has 10% of the total population of the Counties based on the decennial census, that County would be liable for \$1000.

SECTION VI – ADDITIONAL PROVISIONS.

A. Term.

This Agreement shall be reviewed annually and renewed every five (5) years unless the counties choose to terminate pursuant to Section II herein or in the event of termination of Public Law 113-128, the Workforce Innovation and Opportunity Act (WIOA).

When a new Chief Elected Official (CEO) for a member county (as defined in Section I. C. of the Agreement) is elected, the LEO Board shall ensure that information about the county's rights and responsibilities under WIOA is provided to the new county CEO and her/his signature obtained on a copy of the Bay Area Counties Consortium Agreement.

If this Agreement is terminated or not renewed, the counties agree to cooperate in transitioning programs and services consistent with WIOA, as well as the Bylaws and Joint Agreement, this Agreement, and/or any other agreements or governing procedures duly enacted under WIOA (collectively "Governing Law"). If it is determined that this Agreement shall be terminated, the LEO Board shall take possession of all documents associated with WIOA so long as consistent with the Governing Law.

B. Acquisition and Disposal of Property.

The Sub-Recipient shall acquire, hold, and dispose of real or individual property in the manner provided for under Wisconsin Statutes §59.06, §66.0139, and §75.35, as may be amended from time to time, as well as Governing Law.

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C. Open Records/Open Meetings.

Both the LEO Board and the WDB shall conduct business openly and in accordance with Wisconsin's Open Records provisions set forth in Wisconsin Statutes Chapter 19, including, but not limited to, the following:

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1. That all actions taken by the LEO Board or the WDB during the above-referenced meetings be authorized by the members present and, in a manner, consistent with their respective Bylaws.
2. That duly noticed closed sessions of the LEO Board or the WDB shall not allow for LEO Board members to be excluded from WDB closed session meetings, nor shall it allow for WDB members to be excluded from LEO Board closed session meetings, when the issue under discussion in said closed session relates to WIOA programs, services, and activities, the Local Plan, budget, or staff members employed in accordance with WIOA;
3. That all meetings be publicly noticed and duly recorded pursuant to Wisconsin's Open Records provisions.
4. That all records created or collected, including but not limited to all meeting agendas, meeting minutes, contracts, fiscal documentation, and/or management documentation be maintained in accordance with Wisconsin's Open Records provisions; and
5. That the record custodian referenced within Wisconsin's Open Records provisions be designated within the respective bylaws and posted for the public in accordance therewith.

D. Applicable Law.

This Agreement shall be construed pursuant to and in accordance with the laws of the State of Wisconsin. Roberts Rules of Order (Newly Revised) shall govern the procedures of the Consortium as far as they do not conflict with WIOA or the Governing Laws.

E. Amendments to the Bylaws.

The LEO Board may adopt operational and procedural bylaws consistent with WIOA State/Local Plans, and Joint Agreement. Any amendments to the current Bylaws may be adopted by the affirmative vote of 2/3 of the entire membership of the LEO Board at any regular meeting called for that purpose, provided that written copies thereof are delivered to each member ~~ten (10)~~15 days prior to consideration.

F. Impact of Legislative Changes.

Any terms or conditions rendered inapplicable by a change in State, Federal or local laws shall not affect the validity of those portions of this Agreement not impacted by the same. It is further understood by the Counties that certain terminology in this Agreement may change as Federal and State laws governing this Agreement dictate.

G. Conduct of the LEO Board and the WDB.

Members of the LEO Board and the WDB shall conduct themselves in accordance with the ethical and/or legal standards governing persons holding public office, including, at a minimum:

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1. That all members, as well as staff, of the LEO Board and the WDB comply with all applicable Federal or State Laws, including Wisconsin Statutes Chapter 946, governing the conduct of public officials.
2. That all members, as well as staff of the LEO Board and the WDB be prohibited from using their positions for a purpose that is or gives the appearance of being motivated by a desire for their personal gain, or the personal gain of those for which they have a familial, business, or another improper tie to. Said members shall avoid actual or perceived organizational and personal conflicts and shall disclose all actual or apparent conflicts consistent with Governing Law.
3. That no member of the LEO Board or the WDB shall cast a vote on any provision of services by said member, or any organization which said member directly represents, as well as any matter that would provide a direct financial benefit to the said member or said member's family.
4. That, annually, each member of the LEO Board and the WDB shall complete, sign, and submit a Conflict-of-Interest Disclosure Statement, in a format prescribed by WIOA.
5. That the LEO Board and the WDB shall not discriminate against any person contrary to WIOA §188, as well as Federal, State, and local laws.

H. This Agreement shall be effective when executed by the authorized official of each County of the Consortium thereof and shall thereupon act to repeal and supersede all prior written or oral consortium agreements. This Agreement may only be revised, modified, or amended in writing and upon a majority vote of the LEO Board consistent with the governing Bylaws.

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[Signature Page to Follow]

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Bay Area WDB is an Equal Opportunity Service Provider and Employer.
520 N Broadway Ste 320 | Green Bay, WI 54303 | 920-617-1384 | www.bayareawdb.org

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IN WITNESS WHEREOF, the Parties hereto have caused this Chief Elected Officials Consortium Agreement, as amended May 19, 2016, to be executed by the County Executive of the counties having an Office of the County Executive or by the Chairperson of the County Board of Supervisors of the counties without an Office of County Executive, or that respective county CEO's Designee to the Bay WDA's LEO Board.

As required in Section VI. A. of this Agreement, each of the Bay WDA counties will renew ratification of this Agreement as amended on June 11, 2020, by the county board or county CEO action by January 1, 2021.

SIGNATURES OF THE CHIEF ELECTED COUNTY OFFICIALS:

Troy Streckenbach Date
Brown County

David Englebert Date
Door County

Chad Hedmark Date
Florence County

Dan Olson Date
Kewaunee County

Robert Ziegelbauer Date
Manitowoc County

John Guarisco Date
Marinette County

Ben Warrington Date
Menominee County

Alan Sleeter Date
Oconto County

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Thomas Nelson Date
Outagamie County

Thomas Kautza Date
Shawano County

Keith Abler Date
Sheboygan County

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The Chief Elected Official (CEO) Consortium Agreement was originally adopted on October 1, 2012.

Renewed for five years on December 16, 2020

09/08/22	Agreement modified (Sect. III. G.)
12/16/20	Agreement adopted by all eleven counties and renewed for five years (2020-2025)
06/11/20	Agreement amendment and renewal proposed (Amended: Sec. I.E., Sec. III.A., Sec. V.A.1., Sec. V.A.2., Sec. V.C.2., Sec. VI.A.)
06/19/16	Amended: Section III (E)(F)(G)(H)
01/11/16	Amended: For WIOA
10/01/12	Adopted

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RESOLUTION – R2025-11-02

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

Re: Approve County Board of Canvassers Compensation

WHEREAS, compensation for County Board of Canvassers shall be set by the County Board of Supervisors per State Statute §7.03; and

WHEREAS, the Board of Canvassers meetings last between two and eight hours per day depending on the election being canvassed; and

WHEREAS, Resolution R2019-10-03 set the County Board of Canvassers per diem rate to be the same as the per diem rate of the County Board receives for a regular board meeting; and

WHEREAS, the County Board compensation for board meetings was changed in 2022 to be a salary; and

WHEREAS, the County Clerk recommends compensation for the Board of Canvassers remain a per diem; and

WHEREAS, the County Clerk recommends the per diem match the monthly salary received by the County Board of Supervisors; and

WHEREAS, no fringes or other compensation will be paid unless mandated by law; and

WHEREAS, there is no fiscal impact to the 2025 budget; and

WHEREAS, sufficient funds were included in the 2026 election budget.

THEREFORE BE IT RESOLVED THAT, the Oconto County Board of Supervisors hereby sets the per diem rate for the County Board of Canvassers to be equal to the monthly salary (currently \$250.00) of the County Board of Supervisors.

Submitted this 20th day of November, 2025.

BY: ADMINISTRATION COMMITTEE

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

Electronically Reviewed by Corporation Counsel on 11.04.2025 - BLE

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

RESOLUTION – R2019-10-03

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

Re: Approval of Per Diem Rate Increase for Board of Canvassers

WHEREAS, the Board of Canvassers compensation shall be set by the County Board of Supervisors per State Statute 7.03; and

WHEREAS, there are three members appointed to the Board of Canvassers; and

WHEREAS, the current Board of Canvassers per diem rate of \$60 was set in October 2013; and

WHEREAS, the County Clerk recommends increasing this rate to match the per diem rate the County Board of Supervisors receives for attending a regular board meeting (currently \$125); and

WHEREAS, the Board of Canvassers convenes between two and eight hours per day for the two regularly scheduled elections in odd years and four regularly scheduled elections in even years; and

and WHEREAS, the fiscal impact will vary between \$375 and \$1500 depending on the election cycle;

WHEREAS, the Finance/Insurance Committee approved this increase at their October 14, 2019 meeting.

THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors hereby sets the per diem rate for the Board of Canvassers to be the same per diem rate that the County Board receives for regular board meetings, effective January 2020.

Submitted this 24th day of October 2019.

BY: FINANCE/INSURANCE COMMITTEE

Paul Bednarik, Chair
Alan Sleeter
Gary Frank
Doug McMahon
Gregory Sekela

Reviewed by Corporation Counsel

Consent Agenda: _____ Yes _____ No

Adopted by vote:

Initials of Date
Corp. Counsel Reviewed

RESOLUTION – R2025-11-03

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

Re: **Approve Intergovernmental Agreement with Committed Municipalities for the Oconto County Recycling Program**

WHEREAS, Oconto County has been the Responsible Unit (RU) on behalf of its member municipalities to manage a County Recycling Program since recycling was mandated by state laws in the early 1990's; and

WHEREAS, the member municipalities, through Intergovernmental Agreements with Oconto County, agreed to have Oconto County maintain a state mandated effective recycling program as defined in Ch. 287.09 Wis. Stat. on their behalf; and

WHEREAS, the existing three year agreement between Oconto County and the 15 committed municipalities expires at the end of 2025, and

WHEREAS, the Oconto County Recycling Program has managed to maintain a zero tax levy to the citizens of Oconto County since 2001 through the use of state grant funds, revenues from recyclables and the Recycling Enterprise fund; and

WHEREAS, the Oconto County Land & Water Resources Committee has met with the committed municipalities to consider continuing a county run recycling program for an additional three years with the provided cost estimates for anticipated expenses involved with Single Stream collection and transportation at the municipal sites; and

WHEREAS, the fiscal impact to Oconto County is that the anticipated costs have been budgeted and approved for the 2026 Recycling budget with any potential costs above and beyond available grant funds and revenues received to be allocated to the committed municipalities; and

WHEREAS, the Oconto County Land & Water Resources Committee has received commitments from 15 municipalities to delegate the County as the Responsible Unit for the Recycling Program and having reviewed the attached intergovernmental agreement, believes that it is in the best interest to continue the county recycling program to the benefit of the committed municipalities.

NOW, THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors does hereby approve the Intergovernmental Agreements with the committed municipalities for three years.

Submitted this 20th day of November, 2025.

By: LAND AND WATER RESOURCES COMMITTEE

Tim Cole, Chair
Patrick J. Scanlan
Keith Schneider
Wayne Kaczrowski
Mike Beyer

Electronically Reviewed by Corporation Counsel on 10.28.2025 - BLE

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



**OFFICE OF
PLANNING, ZONING &
SOLID WASTE**
A Division of
Land & Water Resources Department
920-834-6827

May 16, 2025

TO: Municipalities under the current recycling agreement with Oconto Co
FROM: Pat Virtues, Oconto Co Planning, Zoning & Solid Waste Administrator
Re: Proposal to renew 3 year Intergovernmental Recycling Agreements

This letter is a follow-up to last month's Annual Recycling Mtg in which discussions began on renewing a 3 yr Intergovernmental Agreement with Oconto County to continue administering a recycling program on behalf of your municipality. State mandates for recycling require municipalities to provide for recycling to its residential citizens. Oconto County through an agreement with the committed municipalities has administered this program over the years using revenues from the sales of recyclables, state grant funds and county reserve funds. The current agreement expires at the end of this year.

At the meeting, municipalities were supportive of the county continuing the County Recycling Program. We discussed the current hauling contract which is the largest expense to the recycling program. The current hauling contract has a two-year extension option which the County will accept and look to amend the agreement for an addition one year to coincide with municipal agreements 3-year term.

The attached intergovernmental agreement runs from 1-1-2026 to 12-31-2028 and includes a breakdown of anticipated annual hauling expenses. At this time all expenses to run the program are expected to be covered by DNR Recycling Grants funds, revenues from recycled items and the county recycling reserve funds. If your municipality is interested in continuing with Oconto County as the Responsible Unit for the state mandated recycling, please review the agreement and return a signed document by **July 31st, 2025**.

Should you have any further questions please do not hesitate to contact me.

Thank you.

AGREEMENT

THIS AGREEMENT, made and entered into by and between Oconto County and the Municipality of _____.

RECITALS

WHEREAS, governmental bodies are authorized to enter into mutual agreements under the provisions of s. 66.0301, Wisconsin Statutes, and

WHEREAS, Oconto County and its member Municipalities, acting for the mutual benefit and for the health, safety and welfare of its citizens, deem it to be in their mutual interest to join together to operate a County recycling program.

NOW, THEREFORE, for and in consideration of the benefits, covenants and agreements set forth in this agreement, the parties hereby agree as follows:

ARTICLE ONE

1.00 This agreement and execution and delivery thereof, has been authorized by the respective governing bodies of each of the parties hereto. Attached hereto and hereby made a part of this agreement and incorporated herein are copies of the resolution authorizing entry into this agreement and the officers of each party by the execution hereof, hereby for their respective governmental entity, certify that such resolution was duly adopted in a legal manner and at a legally constituted meeting of the governing body, and that such resolutions and the adoption of the same are included in the official minutes, and that such resolution is presently in full force and effect.

ARTICLE TWO

2.00 Oconto County maintains a County Recycling Plan. This plan will meet the requirement of the State of Wisconsin for compliance with the overall program and

be the guide for County implementation.

2.01 A seven member advisory council advises on the County Recycling Plan and recycling operation. This Council has one representative from the City of Oconto Falls, one representative for the Villages of Lena and Suring, and four representatives for the towns which have been recommended by the respective towns, appointed by the County Administrator and confirmed by the County Board. The Council meets periodically as necessary to address concerns regarding the County Recycling Plan.

2.02 Meetings of the Oconto County Recycling Advisory Council (OCRAC) shall be as required to support the program.

2.03 The County shall provide per diem to each appointed advisory board member at the rate as established by County Board for Committee Meetings. Mileage shall be allowed at the current rate authorized by the County.

ARTICLE THREE

EDUCATION

3.00 Oconto County has developed an educational program pertaining to recycling to inform residents of the need for recycling and how to prepare recyclables for the market. County staff will provide the major educational effort.

3.01 Each municipality will provide one contact person through which to coordinate the educational program on the local level.

ARTICLE FOUR

PERSONNEL

4.00 The Oconto County Solid Waste Administrator shall administer the recycling program as part of the Solid Waste Staff, to provide the ability to coordinate for the proper functioning of this program. The Solid Waste Administrator shall:

- a. Provide overall program administration.
- b. Provide overall program accounting.
- c. Apply for and administer grants for recycling programs.
- d. Coordinate pick-up of recyclables and transportation, if required, to markets.
- e. Marketing of all recyclables. Proceeds from the sales of the recyclables would be returned to the program to offset costs. If sales exceed cost, the balance will be returned to participating municipalities proportional to their population at the end of this agreement.

ARTICLE FIVE

COLLECTION AND TRANSPORTATION

5.00 The Municipality hereby agrees that all recyclables are to be collected, separated and provided to the recycling program in accordance with Oconto County Guides for Drop Off Centers and Curb Side Pickup. Deviations to the Oconto County Guidelines for drop off centers or curb side pickup can only be made with the written approval of the Oconto County Solid Waste Administrator. The Municipality requesting the deviation is responsible for any adverse cost impact caused by the deviation requested to the recycling program.

5.01 The collected recyclables shall be stored in accordance with the approved

plan for each municipality.

5.02 The County shall coordinate the pickup and transportation of recyclables from each municipality to the appropriate market. Where feasible, recyclables may be combined to dual streams where efficiencies and cost savings are a viable option.

5.03 Each municipality shall be served by one or more drop off centers.

5.04 Each municipality has the option of curb side pickup. Prior to exercising this option the municipality and County must reach agreement on contractual hauling services and operational changes. When agreement can't be reached, OCRAC will mediate the differences.

ARTICLE SIX

FUNDING

6.00 Supplemental grants received by each municipality shall be used for the recycling program. Expenditure of these funds shall be in accord with DNR rules as provided by the County.

6.01 The County shall apply for funds available for a Responsible Unit. Received funds shall be used to operate an effective recycling program.

ARTICLE SEVEN

RESPONSIBLE UNIT REIMBURSEMENTS

7.00 Oconto County is hereby declared as the "RESPONSIBLE UNIT" and will assume such legal and other obligations to provide for an effective County recycling program.

7.01 The Municipality hereby agrees to fully cooperate with Oconto County as the "RESPONSIBLE UNIT" and to share in the obligations to provide for an effective county recycling program. Municipalities shall reimburse the County for all cost associated with the recycling program above the revenues generated from the program annually. Municipal reimbursements to the County are to be proportional to the municipalities recycling tonnages or the actual costs incurred.

ARTICLE EIGHT

TERM

8.00 This agreement shall be effective from January 1, 2026 through December 31, 2028.

8.01 A Municipality may opt out of this Agreement prior to the expiration of three (3) years by providing thirty (30) days' notice, in writing, to the County. If this opt-out is exercised, an early termination penalty will be imposed upon the Municipality at the rate of \$20.00 per capita, according to the most recent census of the Municipality.

8.02 Non-Participating Municipalities. Those municipalities that choose not to participate initially will not be included in the development of the County Recycling Plan. The cost of servicing these municipalities at a later time will be based on all costs associated with revising the recycling program to incorporate their participation.

8.03 If, in the event Wisconsin Statutes subsequently provide for changes to the overall recycling program, the terms of this agreement may be modified by mutual agreement.

8.04 This contract may be terminated by either party by giving thirty (30) days'

written notice of the intended day of termination, and if the State of Wisconsin lifts the landfill bans of recyclable items and no longer mandates statewide recycling.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this _____ day of _____, 2025.

Oconto County:

Alan Sleeter, Chairman

Attest:

Kim Pytleski, Clerk

Municipality:

Chairman/Mayor

Attest:

Clerk

**GFL ENVIRONMENTAL COSTS FOR DROP OFF CENTER SINGLE STREAM CONTAINERS AND O.F. ROLLOFFS UTILIZING OPTION OF THE 2
YEAR EXTENSION OF CURRENT GFL AGREEMENT FOR 2026 & 2027**

OCONTO COUNTY SINGLE STREAM MUNICIPAL DROP OFF SITES	8 YD CONTAINERS NEEDED FOR WEEKLY PICKUP	ROLL OFF CONTAINERS	2025 Monthly Rate	2026 Monthly Rate (3% increase)	2027 Monthly Rate (3% increase)	**2028 Monthly Rate (negotiate with GFL to extend 1 yr)
ABRAMS	7		\$789.29	\$812.97	\$837.36	\$862.48
BAGLEY	1		\$163.38	\$168.28	\$173.33	\$178.53
DOTY	4		\$477.41	\$491.73	\$506.48	\$521.67
LENA: VILLAGE & TOWN	4		\$581.38	\$598.82	\$616.79	\$635.29
LITTLE SUAMICO	8		\$896.46	\$923.35	\$951.05	\$979.59
MAPLE VALLEY	2		\$269.47	\$277.55	\$285.88	\$294.46
MORGAN	3		\$376.62	\$387.92	\$399.56	\$411.54
OCONTO (TOWN)	5		\$579.27	\$596.65	\$614.55	\$632.98
OCONTO FALLS (CITY & TOWN)		*2	SEE BELOW			
RIVERVIEW (CROOKED LAKE)	7		\$787.23	\$810.85	\$835.17	\$860.23
RIVERVIEW (TAR DAM RD SITE)	7		\$789.29	\$812.97	\$837.36	\$862.48
STILES	7		\$787.23	\$810.85	\$835.17	\$860.23
SURING: VILLAGE & TOWN	4		\$477.41	\$491.73	\$506.48	\$521.67
SUBTOTAL	59		\$6,974.43	\$7,183.66	\$7,399.17	\$7,621.14
VARIABLE FUEL SURCHARGE BASED ON THE NATIONAL AVG FOR DIESEL FUEL #2 For 2025 adds potentially \$1500 to \$2000 to totals		\$1500 to \$2000	to be determined	to be determined	to be determined	
Oconto Falls hauling costs (OCC & SS Rolloffs)		\$550 to 1500	3% increase	3% increase	3% increase	
TOTAL MONTHLY		\$9550 - \$10500	??	??	??	

* COUNTY OWNED COMPACTOR AT SITE: GFL SUPPLIES 42 YD ROLLOFF FOR SS RECYCLABLES WITH WEEKLY PICKUP &
COUNTY OWNED 40 YD CONTAINER FOR CARDBOARD PICKUP UPON REQUEST

Municipalities may request a change in number of containers seasonally based on need. Include container rate for increases/decreases in service.

	+- \$103.96	+- \$107.08	+- 110.29	+- 113.70
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The City of Oconto Falls drop off site will utilize county owned compactor. GFL provides rolloff container for single stream collection. Transport of compacted single stream materials in rolloff to Brown County Transfer Facility on a weekly basis.

	\$265.23/HAUL + FUEL SURCHARGE	\$273.180/HAUL + FUEL SURCHARGE	\$281.38/HAUL + FUEL SURCHARGE	\$289.82/HAUL + FUEL SURCHARGE
--	-----------------------------------	------------------------------------	-----------------------------------	-----------------------------------

The City of Oconto Falls collects cardboard in county owned 40 Yd enclosed rolloff. Biweekly or as needed upon request to haul to county designated recycling facility.

	\$265.23/HAUL + FUEL SURCHARGE	\$273.180/HAUL + FUEL SURCHARGE	\$281.38/HAUL + FUEL SURCHARGE	\$289.82/HAUL + FUEL SURCHARGE
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**NOTATIONS: CONTAMINATED LOADS WILL BE BILLED AT CURRENT MUNICIPAL SOLID WASTE
DISPOSAL RATES.**

: 3% INCREASE TO CURRENT RATES FOR EACH YEAR THE CONTRACT IS EXTENDED.

**** IF THREE YEAR AGREEMENT IS ESTABLISHED WITH MUNICIPALITIES, COUNTY WOULD REQUEST
AN ADDENDUM TO CURRENT GFL AGREEMENT TO EXTEND CONTRACT ON ADDITIONAL YEAR TO
COINCIDE WITH MUNICIPAL 3 YR AGREEMENT**

APPOINTMENT

To: The Members of the Oconto County Board of Supervisors

Re: Re-Appointment – Airport Commission

I have formally re-appointed Paul Le Tourneau, Oconto, WI to the Airport Commission for a term ending December 2029 and hereby ask for confirmation of this re-appointment.

Submitted this 20th day of November 2025

By: Richard Heath, County Administrator

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

APPOINTMENT

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

Re: Re-Appointment Nicolet Federated Library System Board

I have formally re-appointed Joan Denis to the Nicolet Federated Library System Board for a term ending December, 2028, and hereby ask for confirmation.

Submitted this 20th day of November 2025

By: Richard Heath, County Administrator

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

APPOINTMENT

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

Re: Re-Appointment Northwood's Community Development Block Grant Housing Consortium Committee

I have formally re-appointed Cheryl Detrick to the Northwood's Community Development Block Grant Housing Consortium Committee for a two-year term expiring January 1, 2027.

Submitted this 20th day of November 2025

By: Richard Heath, County Administrator

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

APPOINTMENT

TO: The Members of the Oconto County Board of Supervisors

RE: Re-Appointment – Veterans Service Commission

I have formally re-appointed Bruce Hansen, to the Veterans Service Commission for a three-year term ending December 31, 2028, and hereby ask for confirmation of this re-appointment.

Submitted this 20th day of November 2025

By: Richard Heath, County Administrator

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

(Draft Proceedings, not approved by Board)
PUBLIC HEARING PROCEEDINGS – OCTOBER 30, 2025
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 29 members present: Supervisors Barkhaus, Bartels, Behrend, Beyer, Bitters, Christianson, Cole, Dhuey, Gooding, Heise, Holman, Kaczrowski, Kobylarczyk, Kroll, Lavarda, Matravers, Meier, Ondik, Parmentier, Pillsbury, Ragen, Scanlan, Schindel, Schneider, Schreiber, Sleeter, Winkler, Wittkopf, Wolf; 1 absent: Willems; 1 vacancy: Supervisory District 29.

2. Pledge of Allegiance

3. Invocation was given by Supervisor Schreiber.

4. Statement of County Mission and Vision

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

5. Presentation of Communications and Petitions

6. There were two communications:

- Letter dated 10/16/2025 from the Office of Governor Tony Evers to Al Stranz congratulating him on his appointment to the Bay Lake Regional Planning Commission; treated as information to the board.
- Letter dated 10/29/2025 from David Van Zeeland, County Board Supervisor District 29, resigning his position; treated as information to the board.

7. Public Hearing – 2026 Budget

Chair Sleeter called the Public Hearing for the 2026 Budget to order at 9:07 a.m. Richard Heath, County Administrator, and Betty Bickel, Finance Director, presented the 2026 Budget. Following the presentation, and discussion by the board, Chair Sleeter asked if any member of the public wished to speak. No requests to speak were heard.

8. Adjournment of Public Hearing

Chair Sleeter declared the budget meeting adjourned at 10:00 a.m.

(Draft Proceedings, not approved by Board)
PROCEEDINGS – OCTOBER 30, 2025
OCONTO COUNTY BOARD OF SUPERVISORS MEETING

1. Call to Order and Roll Call

County Board Chair, Al Sleeter, called the meeting to order at 10:03 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 29 members present: Supervisors Barkhaus, Bartels, Behrend, Beyer, Bitters, Christianson, Cole, Dhuey, Gooding, Heise, Holman, Kaczrowski, Kobylarczyk, Kroll, Lavarda, Matravers, Meier, Ondik, Parmentier, Pillsbury, Ragen, Scanlan, Schindel, Schneider, Schreiber, Sleeter, Winkler, Wittkopf, Wolf; 1 absent: Willems; 1 vacancy: Supervisory District 29.

2. Presentation of Awards and Recognition – None.

3. Presentation of Communications and Petition – None.

4. Consent Agenda

4.1. Removal of Items from Consent Agenda

Supervisor Barkhaus requests Item #4.2.16 be removed from the consent agenda and placed before item #11. Supervisor Ondik requests Item #4.2.14 be removed from the consent agenda and placed before item #11.

4.2. Approval of Consent Agenda

- 4.2.1. **A2025-10-01** Zoning Change – Town of Abrams (Jahnke) – L&W Resources Com.
- 4.2.2. **A2025-10-02** Zoning Change – Town of Brazeau (Bernie Cudnohosky Trust Agreement) – L&WR Com.
- 4.2.3. **A2025-10-03** Zoning Change – Town of Doty (Raether) – L&W Resources Com.
- 4.2.4. **A2025-10-04** Zoning Change – Town of How (Tuschi) – L&W Resources Com.
- 4.2.5. **A2025-10-05** Zoning Change – Town of Lakewood (Bessert) – L&W Resources Com.
- 4.2.6. **A2025-10-06** Zoning Change – Town of Little Suamico (Lade Beach LLC) – L&W Resources Com.
- 4.2.7. **A2025-10-07** Zoning Change – Town of Maple Valley (Jones) – L&W Resources Com.
- 4.2.8. **A2025-10-08** Zoning Change – Town of Oconto (Ross & Tamara Harms Revocable Trust – L&WR Com.
- 4.2.9. **A2025-10-09** Zoning Change – Town of Oconto Falls (Maloney) – L&W Resources Com.

4.2.10. **A2025-10-10** Zoning Change – Towns of Chase (Vanlannen & Stineman); Chase (Lambert); Little River (Grauvogl); Little River (Bourassa); Stiles (Wood) – L&W Resources Com.

4.2.11. **O2025-10-01** Chapter 17 – Traffic Code – Highway Com.

4.2.12. **O2025-10-02** Chapter 2 – Code of Ordinance County Board Rules – Executive Com.

4.2.13. **R2025-10-01** Approval of 2026 Part Time Non-Union Wage Schedule – Administration Com.

4.2.14. ~~R2025-10-02 Resolution Establishing a Line of Succession in the Absence of the Oconto County Health Officer – Health and Human Services Board~~

4.2.15. **R2025-10-03** Approval of Septic Encroachment Easement Agreement – Highway Com.

4.2.16. ~~R2025-10-04 Forestry Revitalization Act – L&W Resources Com~~

Motion by Heise/Cole to approve the consent agenda as amended. The motion to approve carried by a unanimous electronic vote.

5. Regular Agenda

5.1. Change in Sequence

Motion by Wolf/Meier to move Item #14 to follow Item #10. The motion was voted on and carried.

5.2. Removal of Items – None.

5.3. Approval of Regular Agenda

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

6. Approval of Previous Meeting Proceedings

Motion by Scanlan/Holman to approve the proceedings from the 09/18/2025 meeting. The motion was voted on and carried.

7. Committee and Departmental Reports

7.1. Report – Health & Human Services

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

7.2. Report – Human Resources

Shelly Schultz, Human Resource Director, presented the Human Resources report.

7.3. 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.

7.4. Report – Highway Facilities Update

Richard Heath, County Administrator, presented the Highway Facilities Update.

8. R2025-10-05 Approve County Board Compensation for the 2026-2028 Term – Executive Com.

Motion by Gooding/Bitters to adopt R2025-10-05 Approve County Board Compensation for the 2026-2028 Term.

Following an explanation by Richard Heath, County Administrator, the motion to adopt carried by an electronic vote 26 ayes, 3 nays (Lavarda, Schneider, Ondik), 1 absent, 1 vacancy.

9. R2025-10-06 Adopting the Oconto County Budget for the Fiscal Year January 1, 2026 thru December 31, 2026 and Establishing a Tax Levy for said Fiscal Year – Administration Com.

Motion by Winkler/Lavarda to adopt R2025-10-06 Adopting the Oconto County Budget for the Fiscal Year January 1, 2026 thru December 31, 2026 and Establishing a Tax Levy for said Fiscal Year. Following an explanation by Richard Heath, County Administrator, the motion to adopt carried by an electronic vote 27 ayes, 2 nays (Lavarda, Beyer), 1 absent, 1 vacancy.

10. R2025-10-07 Approval of 2026 Capital Improvement Plan – Administration Com.

Motion by Kroll/Matravers to adopt R2025-10-07 Approval of 2026 Capital Improvement Plan. Following an explanation by Richard Heath, County Administrator, and discussion, the motion to adopt carried by an electronic vote 27 ayes, 2 nays (Barkhaus, Beyer), 1 absent, 1 vacancy.

14. R2025-10-11 A Resolution to Enact an Ordinance Requiring Renewable Energy Companies to Obtain County Board Approval for Infrastructure Development and Maintenance – Supervisor Barkhaus

Motion by Lavarda/Behrend to adopt R2025-10-11 A Resolution to Enact an Ordinance Requiring Renewable Energy Companies to Obtain County Board Approval for Infrastructure Development and Maintenance. Discussion followed an explanation by Beth Ellingson, Corporation Counsel, and Supervisor Barkhaus.

Supervisor Lavarda out of attendance for the remainder of the meeting.

Motion by Barkhaus/Behrend to send back the topic of the resolution to Land & Water Resource Committee to be reworked into a legal document. Discussion followed.

Supervisor Dhuey out of attendance for the remainder of the meeting.

The motion to send back to committee carried by an electronic vote 15 ayes, 12 nays (Kobylarczyk, Kroll, Kaczrowski, Cole, Scanlan, Pillsbury, Wittkopf, Matravers, Bitters, Meier, Wolf, Winkler), 3 absent (Dhuey, Lavarda, Willems), 1 vacancy.

4.2.14 R2025-10-02 Resolution Establishing a Line of Succession in the Absence of the Oconto County Health Officer – Health and Human Services Board

Motion by Ondik/Bitters to adopt R2025-10-02 Resolution Establishing a Line of Succession in the Absence of the Oconto County Health Officer. Following an explanation by Scott Shackelford, Health & Human Services Director, and discussion, the motion to adopt carried by a unanimous electronic vote.

4.2.16 R2025-10-04 Forestry Revitalization Act – L&W Resources Com

Motion by Beyer/Scanlan to adopt R2025-10-04 Forestry Revitalization Act. Following an explanation by Chris Firgens, Forest, Park & Rec Administrator, and discussion, the motion to adopt carried by an electronic vote 25 ayes, 1 nay (Christensen), 3 absent, 1 abstain (Barkhaus), 1 vacancy.

11. R2025-10-08 Approve Attolles Law Firm Engagement Agreement – Administration Com.

Motion by Scanlan/Kaczrowski to adopt R2025-10-08 Approve Attolles Law Firm Engagement Agreement. Following an explanation by Richard Heath, County Administrator, and discussion, the motion to adopt carried by an electronic vote 26 ayes, 1 nay (Behrend), 3 absent, 1 vacancy.

12. R2025-10-09 Approval of Opioid Remediation Funded Initiatives – Administration Com.

Motion by Kroll/Ondik to adopt R2025-10-09 Approval of Opioid Remediation Funded Initiatives. Following an explanation by Richard Heath, County Administrator, the motion to adopt carried by a unanimous electronic vote.

13. R2025-10-10 Support of State Investment for Income Maintenance Administration – Health and Human Services Board**Supervisor Barkhaus out of attendance.**

Motion by Bitters/Schindel to adopt R2025-10-10 Support of State Investment for Income Maintenance Administration. Following an explanation by Lisa Witak, Economic Support Specialist Manager, and Scott Shackleford, HHS Director, the motion to adopt carried by a unanimous electronic vote.

Supervisor Barkhaus back in attendance.**14. Announcements/General Information (No Action to be taken)**

- Mark your calendars for the 2026 Industry Tour to be held October 1, 2026.
- OC Squad will hold a Bake Sale November 19, 2025.
- The 2026 Committee and Board meeting calendar is available.
- Wishing everyone a happy and safe Halloween and reminder to turn clocks back an hour this weekend.
- Candidate packets will be on Supervisor's desks for the November meeting. Circulation of Nomination papers can be circulated beginning December 1st. Supervisors not running for the 2026-2028 term can pick up a Notification of Noncandidacy to be filed no later than December 26, 2025.

15. Adjournment

Chair Sleeter declared the meeting adjourned at 12:37 p.m.

The next meeting of the Oconto County Board of Supervisors will be on November 20, 2025.

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

Kim Pytleski, Oconto County Clerk

kp/Date Posted: 11/06/2025

Employee Update

October 2025

Retirements/Resignations/Terminations

Employee	Dept.	Position	Date	Wage	Comment/Yrs.
Briana Muzyczka	HHS	Case Mgr	10/31	\$29.07	4 months

Promotions/Transfers/Re-Hired

New Hires

Employee	Dept.	Position	Date	Wage	Comment
Jack Smith	Sheriff	Deputy	10/06	\$29.23	
Brianna Phillips	COC	Deputy Clerk I	10/20	\$23.27	
Amber Krokstrom	HHS	Case Mgr	10/27	\$28.50	

Current External Recruitments

Dept.	Position	Date Apps Due	Advertised Wage	Comment
Sheriff Office	Dispatch	Hold	\$23.17	
HHS	CLTS Case Mgr	11/7	\$28.50	Interviewing
HWY	Operator III	Hold	\$28.01	Reposting
Sheriff Office	Deputy	Ongoing	\$29.23	
HHS	Admin-Part time	10/24	\$21.75	Offer Pending
Sheriff Office	C.O- Female	10/24	\$24.88	Offer Pending
Maintenance	Maint. Tech	11/07	\$26.63	Interviewing

RESOLUTION – R2025-11-04

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

Re: Adoption of Contract for UW – Extension Services

WHEREAS, a contract (attached) between Oconto County and the Board of Regents of the University of Wisconsin System was negotiated for services for 2026, and

WHEREAS, the contract amount is included in the 2026 County Budget, and

WHEREAS, the Land & Water Resources Committee, at their November 4, 2025 meeting, and the Administration Committee at their November 13, 2025 meeting recommended approval of the attached contract.

WHEREAS, the fiscal impact to the County will be up to \$195,331.00

THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors hereby approves the 2026 contract between Oconto County and the Board of Regents of the University of Wisconsin System.

Submitted this 20th day of November 2025.

By: LAND AND WATER RESOURCES COMMITTEE ADMINISTRATION COMMITTEE

Tim Cole, Chair
Patrick J. Scanlan
Keith Schneider
Wayne Kaczrowski
Mike Beyer

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

Electronically Reviewed by Corporation Counsel on 11.13.2025 - BLE

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

**Contract Between Oconto County
and Board of Regents of the University of Wisconsin System**

This contract is by and between Oconto County, State of Wisconsin (**County**), and Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin - Madison, Division of Extension (**Extension**) and is entered into pursuant to the authority vested in the County Committee on Agriculture and Extension Education by sections 59.22(2)(d) and 59.56(3) of the Wisconsin Statutes.

Whereas, Extension is organized both around geography, as Extension educators deliver programs in communities throughout the state, and around academic disciplines including Agriculture, Natural Resources, Community Development, Youth, Human Development & Relationships, and Health;

Whereas, Extension is committed to maintaining an office in every county willing to commit to continued funding and space for Extension staff. Extension recognizes the value in keeping a local presence in every county and keeping the shortest distance possible between the people of Wisconsin and the Extension staff delivering programming to them;

Whereas, Extension provides opportunities to additional resources such as statewide specialists and UW-System campus resources to address specific local issues in core areas of expertise;

Whereas, the County is a critical partner in developing and implementing key educational priorities for county residents. In collaboration with Extension leadership, counties will identify local services of priority to their communities. County will agree to co-fund Extension educators based upon annually established flat fees for positions as defined below; and

Whereas, the parties need to define their respective rights and responsibilities;

Now therefore, the parties agree as follows:

1. Term, Amendment & Termination.

- a. The term of this contract is one (1) year. The term shall run from January 1, 2026 through December 31, 2026, unless amended or terminated as set forth below.
- b. Any additions, changes, modifications or renewals of this contract are subject to the mutual agreement and written consent of authorized representatives of both parties.
- c. Either the County or Extension may cancel this entire Agreement with or without cause upon sixty (60) days' written notice delivered by mail or in person; provided, however, the County shall be responsible for paying a prorated amount of fees under Section 3.1.a. through the notice period. In addition, if the contract is cancelled before the end of the term, the discount identified in Section 3.1.a. shall

be prorated (i.e. the discount amounts to roughly \$834 per month).

2. **Extension Responsibilities.** Extension agrees to:

- a. Hire local Extension staff who will deliver educational services aligned to County priorities. As vacancies occur, and if the County and Extension agree to continue to support the desired program and position, Extension will seek County input when filling vacant positions.
- b. Provide an Area Extension Director (AED) to serve as County department head and supervise Extension staff at no cost to the County.
- c. Invoice the County semi-annually, in May and November for amounts due under this agreement.

3. **County Responsibilities**

3.1 In consideration of the programs that Extension provides to the County under this contract, the County agrees to:

- a. Pay to Extension the County share of up to \$195,331 for the period of January 1, 2026 through December 31, 2026 as allocated below.

Co-Funded Positions	Fee	FTE	Total
Human Development and Relationships Educator	\$49,063	1.0	\$49,063
Regional Ag-Crops and Soils	\$49,063	.20	\$9,813
4-H Positive Youth Development	\$49,063	1.0	\$49,063
Regional Ag-Dairy	\$49,063	.25	\$12,266
First Educator Discount			(\$10,000)
Subtotal			\$ 110,205
Proposed or fully-county funded positions and other county contributions	Fee	FTE	Total
Administrative Specialist	\$63,260	.5	\$31,630
Health and Well-Being Associate Educator	\$63,981	.5	\$34,120
Mileage			\$13,500
Summer LTE	\$5,876	LTE	\$5,876
Final Total			\$195,331

- b. Provide travel funds, office facilities (for Oconto county located at: 301 Washington St, Oconto, WI, USA, 54153-1620), information technology equipment (such as computers, printer, and phones) and internet connectivity, office supplies, and educational programming materials to the Extension educators identified in 3.1(a),
- c. Provide salary and fringe benefits for the County clerical support staff who support the Extension educators identified in 3.1(a),
- d. Provide other supporting budgetary items through regular County budgetary procedures in which funds are appropriated for such purposes under applicable Wisconsin law.

3.2 Consider and assess opportunities to provide office space with desks and chairs; access to IT support and internet connectivity; and basic operational resources (in a manner similar to other Extension educators in the office) for FoodWIse nutrition education programming to County SNAP/FoodShare eligible residents. Technology for FoodWIse positions will be coordinated through the County.

3.3 Consider and assess opportunities to provide office space with a desk and chair for fully state funded Extension employees who serve in a regional or statewide capacity. These regional and statewide educators will be provided state-purchased technology and IT support. The opportunity for these positions to access the internet through the county may also be discussed.

4. **Delegation of Financial Budget Authority.** The parties hereby acknowledge that Extension will employ an Area Extension Director (AED), whose responsibilities may include certain budget-related functions as set forth in the Delegation of Financial Budget Authority Form (DFBA Form) attached hereto as **Exhibit A**. County may authorize the AED to carry out such functions on its behalf, but only to the extent specified in the DFBA Form, which must be signed by an authorized representative of County in order to be effective. The County may rescind such authorization at any time by providing written notice to Extension. In the event that the parties execute a new agreement governing the subject matter of this agreement such that the term of this agreement and the term of the new agreement run consecutively, the parties agree that the delegations set forth in a duly signed DFBA Form shall remain in effect upon execution of the new agreement unless the County rescinds such authorization by providing written notice to Extension.

5. **General Conditions** This contract is established under the following conditions:

- a. **Notices.** Any notice or demand which must be given or made by a party to this Agreement or any statute or ordinance shall be in writing, and shall be sent via e-mail and certified mail. Notices to the County shall be sent to County Representative(s). Notice to the Extension shall be sent to Area Extension Director.
- b. **Employer, Personnel Rules, Volunteers and Liability.** Any employees hired by Extension under Section 2.a. of this contract are employees of Extension, and are subject to the personnel rules, policies, and procedures for faculty, academic staff

or University staff, as appropriate to the respective appointment in Extension as established by Wisconsin statute, and, or administrative rules; and, or, by policies or procedures adopted by the Board of Regents and the University of Wisconsin - Division of Extension. Any individual who meets Extension's definition of a volunteer and completes all registration requirements will be considered an Extension volunteer. Extension will be responsible for ensuring that its employees and volunteers take affirmative steps to make clear, when entering into relationships with third parties, that they are employees or volunteers of Extension. Extension shall be liable for the acts and omissions of its employees while acting within the scope of such employment. To the extent they are acting as agents of Extension, Extension shall be liable for the acts and omissions of its volunteers while acting within the scope of such agency.

Any individuals who are employed by the County in order to satisfy obligations under Section 3.1 of this contract (fully county funded) are County employees and are subject to applicable County personnel rules, policies and procedures. Any volunteer engaged by County to further the purposes of this contract will be considered a volunteer of County. County will be responsible for ensuring that its employees and volunteers take affirmative steps to make clear, when entering into relationships with third parties, that they are employees or volunteers of County. County shall be liable for the acts and omissions of its employees while acting within the scope of such employment. To the extent they are acting as agents of County, County shall be liable for the acts and omissions of its volunteers while acting within the scope of such agency.

- c. **Billing.** For the period January 1, 2026 through December 31, 2026, Extension shall bill the County for the total amount under Section 3.1.a. of this contract. The County will be billed for the first half of the total contract by May 31st and the second half of the total contract by November 30th. If services are not rendered or excess services are provided to the County by Extension during the contract period, the parties will use good faith efforts to adjust the total contract amount and update future bills to coincide with the new agreed upon amount. The County shall pay the amount billed within 30 days of the billing.
- d. **Cybersecurity Provisions.** Each party shall be responsible for the response to, remediation of, and any resulting notification requirements related to cybersecurity breaches of their own information technology systems or those of any third parties hired on their behalf. This responsibility includes the financial costs of any breaches, e.g., forensics, remediation, notifications, etc. The County and Extension shall determine their individual need for cyber liability insurance coverage. Any breaches that could impact Extension data classified as moderate or high risk must be reported to Extension staff, via the Area Extension Director, and the University of Wisconsin - Madison Cybersecurity Operation Center (CSOC) Help Desk, 608-264-4357 following the risk-based timelines outline in the UWSA System Policy 1033 and associated Incident Response Plan. Following a reported breach event, the County will provide a primary staff contact and periodic response updates to Extension and the CSOC until event closure. Any breaches that could impact County data will be reported to the County immediately upon learning of the breach. The County shall provide the Area Director with the expressed point person

or position for which to report a breach.

e. **Insurance.** The Board of Regents of the University of Wisconsin System as an agency of the State, and consequently, Extension, is self-funded for liability (both public and property) under ss. 893.82 and 895.46(1), Wis. Stats. As a result, such protection as is afforded under respective Wisconsin Statutes is applicable to officers, employees, and agents while acting within the scope of their employment or agency. Since this is statutory insurance, there is no liability policy as such that can extend protection to any others.

County agrees to maintain appropriate insurance to cover the potential liability of its officers, employees and agents while acting within the scope of their employment or agency. Such insurance may be provided through a self-insurance program. To the extent that an Extension employee is allowed to use a County vehicle, the responsibility for insuring that vehicle lies with the County.

f. **Nondiscrimination Statement.** The County and Extension will comply with all applicable state and federal laws and rules prohibiting unlawful discrimination. The University of Wisconsin–Madison Division of Extension provides equal opportunities in employment and programming in compliance with state and federal law..

By: _____
County Representative

— Date:

By: _____
**Area Extension Director
UW-Madison, Division of Extension**

— Date:

By: _____
County Representative

— Date:

By: _____
**Director of Financial Services
UW-Madison, Division of Extension**

— Date:

By: _____
**On Behalf of Board of Regents of
The University of Wisconsin System**

Exhibit A
Delegation of Financial Budget Authority Form

Area Extension Directors play an important part in county Extension offices as they manage the faculty and staff within that county, and many times, that includes the county support staff. Area Extension Directors also work with county partners to develop a departmental budget and provide oversight to that budget on an annual basis in cooperation with corresponding county financial departments and county board committees. The Delegation of Financial Budget Authority allows Area Extension Directors, hired, and managed by Extension as state employees, to manage county fiscal resources in service to the people of those counties.

To be completed by the county administrator or county official delegating signature/budget authority.

County hereby delegates to the Area Extension Director for Oconto County and (no other person, if blank) authority to approve/authorize the following financial budget matters on behalf of County, provided, however, that such delegation is limited to the extent that such matters are directly related to County's authority under section 59.22(2)(d) and 59.56(3) of the Wisconsin Statutes and subject to any conditions/limitations indicated by County below.

Invoices	Travel Reimbursements	Supply & Expense Reimbursements
Time/Leave Approvals	Purchase Requisitions	Internal Budget Transfers
Inter- departmental transfers	County specific space agreements for educational programs	Bank account signatory
Other items:		
Conditions:		

This authorization is effective until either party (UW-Madison Extension or Oconto County) requests a change to the document

Budget Authority signature: I am aware this constitutes a delegation of budget authority allowing the Area Extension Director, and any other position mentioned above, to manage county fiscal resources in service to the Extension office and residents of Oconto county. I understand that delegating authority does not release Oconto County, from full responsibility as Budget Authority.

County Administrator/County Official(s):

Name: _____
Title: _____

Signature: _____
Date: _____

RESOLUTION – R2025-11-05

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

Re: Approval of Reclass the Assistant Forest Administrator Position

WHEREAS, the Forestry, Parks, & Recreation Administrator submitted a request to reclassify the Assistant Forest Administrator to Forester; and

WHEREAS, the fiscal impact will not change by reclassifying the position; and

WHEREAS, the Forester position and corresponding pay grade will become effective once the position is filled; and

WHEREAS, the Land & Water Resources Committee and Administration Committee reviewed the request and is recommending the job classification change and corresponding pay grade; and

NOW, THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors does hereby approve the position reclassification for the Forestry, Parks & Recreation Assistant Forest Administrator to Forester and pay grade upon hire.

Submitted this 20th day of November, 2025.

By: LAND AND WATER RESOURCES COMMITTEE ADMINISTRATION COMMITTEE

Tim Cole, Chair
Patrick J. Scanlan
Keith Schneider
Wayne Kaczrowski
Mike Beyer

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

Electronically Reviewed by Corporation Counsel on 10.29.2025 - BLE

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

Oconto County - Job Description

Job Title: Forester
Position #: 80109
Department: Land & Water Resources
Division: Forest/Parks/Recreation
Reports To: Forest, Parks & Recreation Administrator
FLSA Status: Nonexempt
Pay Classification: Grade I
Work Comp Code: 0108
EEO Code: 06-01
Approved Date: 01-20-2022

Position Purpose:

Under the guidance of the administrator, manage the Oconto County forest program in accordance with Wisconsin State Statute Chapter 28.11. and additionally, to standards set forth in the County Forest Comprehensive Land Use Plan & 3rd-party certification compliance.

Minimum Qualifications:

1. A Bachelor's Degree in Forestry; 2+ years of forestry-related work experience is preferred
2. Must possess a valid Wisconsin Driver's License. CDL Class "A" with air brake endorsement is preferred.
3. Must possess a Wisconsin DATCP Commercial Pesticide Applicator license or be able to obtain one within 1 year of employment
4. Must complete and successfully pass Natural Heritage Inventory (NHI) training within 6 months of employment.
5. Maintain and/or obtain training required for 3rd-party forest certification standards

ESSENTIAL DUTIES AND RESPONSIBILITIES:

The following duties are intended to describe the general nature of the job. They are not intended to be an exhaustive list of specific responsibilities, duties and skills required by personnel so classified. Other duties may be required and assigned.

FORESTRY:

- In coordination with the Oconto County DNR Liason, develops, implements and completes projects for the county forest utilizing available resources.
- Schedules forest management and cultural activities in accordance with the Comprehensive Land Use Forestry Plan and DNR Silvicultural Handbook.
- Maintain & update forest reconnaissance to determine current & future prescriptions and forest management needs
- Conducts field work to establish timber sales to meet multiple use objectives with preparation including but not limited to: marking boundaries, collecting boundary data, establishment of silvicultural objectives, tree selection and marking, estimating volumes, completing cutting notice, identification and implementation of required BMP's, development of sale prospectus and maps, and timber cutting notice as required for each timber sale.

- Coordinates, administers and enforces timber sale contracts including field inspections of all sales for contract compliance and make recommendations to Forest Administrator regarding contract violations and damage assessments.
- Scales wood products on landing for billing, collects haul tickets and calculate billable volumes. Must be able to identify cut tree species.
- Evaluate, plan, & implement site preparation, reforestation, & post-harvest treatment projects
- Ensure compliance with FSC & SFI certification standards
- Attends yearly training to stay current with changing timber industry and comply with third party certification standards.
- Maintains and updates computerized forest reconnaissance data and completed forestry projects using ArcPro and WisFIRS software.
- Work with County Surveyor and private landowners to determine and maintain common property boundaries and develop access for forest management and report encroachment, timber trespass and theft to Administrator.
- Operates equipment commonly used for timber stand improvement, site preparation and reforestation projects.
- Coordinate and implement county forest pest management and invasive species strategies by monitoring and treating affected areas.
- Good Neighbor Authority Agreement-
 - Provide number of hours per contract to complete activities identified in the US Forest Service supplemental work plan addendum.
 - Specific activities will be identified by DNR may include but not limited to timber sale establishment (silvicultural prescription preparation, harvest boundary lay-out, timber designation, cruising, and contract development), reforestation site prep and plantings, regeneration monitoring, and other forest and watershed restoration projects.
 - Learn and understand all US Forest Service Handbooks, Rules, Policies and procedures pertaining to activity assigned. Perform work to US Forest Service standards per handbook, rules, policies and procedures.

PARKS AND RECREATION MANAGEMENT:

- Assist in the maintenance & advancement of the county parks, trails, & recreation program as directed by Administrator.

OTHER DUTIES:

- Acts as lead worker while working with staff, other agencies, interns or contract crews in a forestry setting.
- Participates in work planning meetings, budget meetings, and County meetings.
- Completes and files reports with other agencies
- Assist in the up-keep & maintenance of forest roads, bridges, gates and facilities.
- Satisfactory complete handgun training provided by sheriff's office yearly
- Enforce County ordinances – Have knowledge of ordinances & regulations, communicate with the public about following ordinances, and writing violation notices
- Complete routine maintenance on equipment and tools
- Work with multiple departments to include Surveying, Highway, Sheriffs, DNR, and recreational clubs.
- Maintain a clean and safe work environment in 3000 sq. ft. facility and 5000 sq. ft. storage area.
- Interact with residents and members of the public in a courteous and respectful manner. This includes receiving complaints about schedules and levels and quality of service and must make note of and report on any such complaints and respond in a courteous and respectful manner.
- Responsible for self-scheduling of work priorities and making sure work schedules align to complete priorities efficiently and accurately.
- All other duties as assigned or as necessary for the efficient and effective operation of the Forestry, Parks, & Recreation Department

Knowledge, Skills, and Abilities:

1. Training or experience in operation and maintenance of power tools and small equipment such as chainsaws, trimmers, mowers, hand tools, all-terrain vehicles, snowmobiles, and pumps/compressors.
2. Requires working knowledge of global positioning equipment (GPS), ArcPro and GIS data management and Microsoft Office Suite
3. Requires working knowledge of silviculture, dendrology, mensuration, tree physiology, forest entomology, forest pathology, reforestation methods, timber stand improvement, sustainable forest management principles and techniques, and timber harvest systems, with emphasis on northern forest types
4. Training or experience in operation and maintenance of heavy equipment including 4x4 trucks, dump trucks, front-end loaders, backhoe, dozer, grader, skidsteer, tractor, snowmobile, ATV/UTV
5. Knowledge of silvicultural management for multiple use.
6. Ability to interact with diverse public groups, Federal, State, and local governmental agencies in a collaborative manner.
7. Ability to operate modern office equipment and software to complete reports & maintain records
8. Ability to understand and follow oral and written instruction to carry out assignments with limited supervision.
9. Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
10. Ability to read, write, and interpret documents to speak effectively to groups and individuals
11. Ability to conduct mathematical problems

SUPERVISORY RESPONSIBILITIES

Limited; when necessary, may supervise county limited-term employees & contracted forestry work crews. In the absence of the administrator, may serve as the primary point of contact & decision maker for matters pertaining to the county forestry program. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include training employees; planning, assigning, and directing work; addressing complaints and resolving problems.

SUPERVISION RECEIVED

Employee receives guidance and oversight from the department administrator and the assistant department administrator (in the absence of the administrator).

CONFIDENTIAL DATA

Individual is responsible for maintaining confidential records relating to employee matters and regarding species associated with NHI searches.

PHYSICAL REQUIREMENTS:

The employee frequently is required to stand; walk; sit; climb or balance; and stoop, kneel, crouch, or crawl. The employee is occasionally required to talk or hear and taste or smell. The employee must regularly lift and/or move up to 25 pounds, frequently lift and/or move up to 100 pounds, and occasionally lift and/or move more than 100 pounds. Position requires both prolonged periods of standing/walking and also sitting. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT:

The work can be physically demanding. Position routinely works solitarily. This position works outdoors in all types of weather, occasionally in isolated areas. They may need to walk long distances through dense woods and underbrush, across forest slopes and across wetlands to carry out their work. The employee is frequently exposed to insect bites, poisonous plants, fumes, airborne particles and other natural hazards. The employee is occasionally exposed to high, precarious places; toxic or caustic chemicals, risk of electrical shock; and blood borne pathogens. Occasionally works in areas with security measures in place and occasionally works with persons of questionable character. The noise level in the work environment is usually loud.

DISCLAIMER

Oconto County is an Equal Opportunity and Affirmative Action Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

RESOLUTION – R2025-11-06

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

Re: Approval of Reclass the Assistant Parks and Recreation Administrator Position

WHEREAS, the Forestry, Parks, & Recreation Administrator submitted a request to reclassify the Assistant Parks and Recreation Administrator to Assistant Administrator and pay grade change; and

WHEREAS, the fiscal impact of \$4,847 will be the result of reclassifying the position; and

WHEREAS, the Assistant Administrator position and corresponding pay grade will become effective December 28, 2025; and

WHEREAS, the Land & Water Resources Committee and Administration Committee reviewed the request and is recommending the job classification change and pay grade change; and

NOW, THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors does hereby approve the position reclassification for the Forestry, Parks & Recreation Assistant Park and Recreation Administrator to Assistant Administrator and pay grade change.

Submitted this 20th day of November, 2025.

By: LAND AND WATER RESOURCES COMMITTEE ADMINISTRATION COMMITTEE

Tim Cole, Chair
Patrick J. Scanlan
Keith Scheider
Wayne Kaczrowski
Mike Beyer

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

Electronically Reviewed by Corporation Counsel on 10.29.2025 - BLE

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

Oconto County - Job Description

Job Title: Assistant Forest, Parks, & Recreation Administrator
Position #: 80109
Department: Land & Water Resources
Division: Forest/Parks/Recreation
Reports To: Forest, Parks & Recreation Administrator
FLSA Status: Nonexempt
Pay Classification: Grade 135
Work Comp Code: 0108
EEO Code: 06-01
Approved Date: 01-20-2022

Position Purpose:

Assist the Administrator with the management, development, and operation of the County's parks, trails, and recreational areas and, as needed, assist the administrator & county forester with the county forest program. In the absence of the Administrator, will serve as Acting Administrator

Minimum Qualifications:

1. A bachelor's degree in Forestry, Forest Recreation, Recreation and Parks Administration or Public Relations plus 2+ years of experience in a park related field is preferred, however an Associate's Degree in a related field and significant work experience in forestry, parks and/or recreation operations may be considered.
2. Ability to perform vigorous work outdoors in all types of terrain and weather conditions.
3. Must possess a Wisconsin DATCP Commercial Pesticide Applicator license or be able to obtain one within 1 year of employment
4. Ability to possess a firearm.
5. Ability to communicate effectively, both verbally and in writing.
6. Ability to work independently while exercising sound judgment

Knowledge, Skills, and Abilities:

1. Training or experience in operation and maintenance of power tools and small equipment such as chainsaws, trimmers, mowers, hand tools, all-terrain vehicles, snowmobiles, and pumps/compressors.
2. Training or experience in operation and maintenance of heavy equipment including 4x4 trucks, dump trucks, front-end loaders, backhoe, dozer, grader, and tractors.
3. Ability to obtain CDL with A,B,C endorsements
4. Computer skills, including working knowledge of Microsoft Office, Teams, ArcPro, SNARS, WisFIRS
5. Working knowledge of maintaining a budget
6. Training or experience in building construction techniques, repair plumbing fixtures, repair damage to infrastructure, repair basic electrical wiring/fixtures, and repair roads/trails.
7. Knowledge & experience working with grant applications & processes.
8. Ability to interact with diverse public groups, Federal, State, and local governmental agencies in a collaborative manner.
9. Ability to operate modern office equipment and software for basic record keeping.
10. Ability to understand and follow oral and written instruction to carry out assignments with limited supervision.
11. Ability to develop work plans, supervise, & inspect results for 3-10 employees

12. Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
13. Ability to read, write and interpret documents to speak effectively to groups and individuals.
14. Knowledge of multiple-use concepts for public lands management

ESSENTIAL DUTIES AND RESPONSIBILITIES:

The following duties are intended to describe the general nature of the job. They are not intended to be an exhaustive list of specific responsibilities, duties and skills required by personnel so classified. Other duties may be required and assigned.

PARKS AND RECREATION MANAGEMENT:

- Responsible for the establishment and safe management, operation, maintenance and improvement of county-wide recreational trails and trail systems including but not limited to snowmobile, ATV/UTV, hiking, biking, equestrian and water trails.
- Oversee the caretaking and maintenance of all county parks and recreational facilities.
- Periodically inspect trails & trail infrastructure to ensure that they are in safe and usable conditions and/or in compliance with existing use agreements. Document trail inspection on DNR provided form(s).
- Assist in the maintenance of recreational trails, including grading trail surface, hauling aggregate, replace culverts with backhoe, and other task as directed by Administrator.
- Maintain and submit to Administrator reimbursement reports for trail maintenance.
- Responsible for the planning, development, identification of funding sources and completion of grants to establish trails, facilities and improvements as recommended in the CORP and as needed to support recreation programs & infrastructure, recreational trails and the Countywide trail system
- Maintain roadway surface in parks, including filling pot holes with cold/hot mix asphalt, snow plowing, and replacement.
- Conduct playground safety inspections annually
- Identify areas for improvement and develop a plan with administrator for addressing issues
- Order and install/replace regulatory signage for campgrounds, trails, beaches, roadways, etc
- Inspect, Maintain, and operate county owned dams according to DNR approved plans.
- Complete State required inspections and testing.
- Provides oversight of trails and recreation projects. Responsible for the supervision of contractors, technicians, interns, and limited term employees as assigned

FORESTRY:

- Scales wood products on landing for billing, collects haul tickets and calculate billable volumes. Must be able to identify cut tree species.
- Inspection & administration of timber sales to ensure compliance with county contracts, with county, state, federal laws & regulations, as well as 3rd-party certification standards.
- Attends yearly training to stay current with changing timber industry and comply with third party certification standards.
- Other forestry duties as needed, including but not limited to forest regeneration activities, timber sale establishment, GNA contract work, reporting & treatment of invasives species, etc.

OTHER DUTIES:

- Assist in the preparation of contracts, the development of plans and other projects as needed.
- Acts as lead worker while working with staff, other agencies, interns or contract crews in a recreation setting.
- Participates in work planning meetings, budget meetings, and County meetings.
- Completes and files reports with other agencies
- Assist in the upkeep of roads, bridges, gates and facilities.
- Satisfactory complete handgun training provided by sheriff's office yearly
- Collection of campground and other facility fees per county accounting policy
- Enforce County ordinances – Have knowledge of ordinances regulation, communicate with public about following ordinances, and writing violation notices
- Mow and weed eat grass and brush in and around parks, boat landings, dams, and green spaces
- Complete routine maintenance on equipment and tools
- Work with multiple departments to include Surveying, Highway, Sheriffs, D.N.R., and recreational clubs.
- Maintain a clean and safe work environment.
- Interact with residents and members of the public in a courteous and respectful manner. This includes receiving complaints about schedules and levels and quality of service and must make note of and report on any such complaints and respond in a courteous and respectful manner.
- May conduct field work to establish timber sales to meet multiple use objectives with preparation including but not limited to: marking boundaries, collecting boundary data, establishment of silvicultural objectives, tree selection and marking, completing cutting notice, identification and implementation of required BMP's, development of sale prospectus and maps, and timber cutting notice as required for each timber sale

Responsible for scheduling work priorities and making sure work schedules align to complete priorities efficiently and accurately. All other duties as assigned or as necessary for the efficient and effective operation of the Forestry, Parks, & Recreation Department

SUPERVISORY RESPONSIBILITIES

Assists with the supervision of 3 full-time employees and up to 7 LTE employees in the Forestry and Parks Department. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; addressing complaints and resolving problems.

SUPERVISION RECEIVED

Employee receives guidance and oversight from the department administrator and on an occasional basis, works alone on routine matters.

CONFIDENTIAL DATA

Individual is responsible for maintaining confidential records

PHYSICAL REQUIREMENTS:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel and reach with hands and arms. The employee frequently is required to stand; walk; sit; climb or balance; and stoop, kneel, crouch, or crawl. The employee is occasionally required to talk or hear and taste or smell. The employee must regularly lift and/or move up to 25 pounds, frequently lift and/or move up to 100 pounds, and occasionally lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust

WORK ENVIRONMENT:

The work can be physically demanding. This position works outdoors in all types of weather, occasionally in isolated areas. They may need to walk long distances through dense woods and underbrush, across forest slopes and across wetlands to carry out their work. The employee is frequently exposed to insect bites, poisonous plants, fumes, airborne particles and other natural hazards. The employee is occasionally exposed to high, precarious places; toxic or caustic chemicals, risk of electrical shock; and blood borne pathogens. Occasionally works in areas with security measures in place and occasionally works with persons of questionable character. The noise level in the work environment is usually loud.

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RESOLUTION – R2025-11-07

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

Re: **Approve Bid for Boiler Replacement for Buildings A & C**

WHEREAS, the boilers were last replaced in 2001; and

WHEREAS, the current boilers are at their maximum lifespan and most parts are refurbished, unavailable, or prohibitively expensive; and

WHEREAS, the Property and Technology Committee advertised and received three bids for replacement of boilers as follows:

Vendor	Price
Johnson & Jonet, Green Bay, WI	\$235,370.00
Energy Control & Design, Inc. Appleton, WI	\$196,602.00
Van Den Heuvel Electric, Inc., Green Bay, WI	\$171,315.00

WHEREAS, the Property and Technology Committee at their November 12, 2025, meeting have recommended accepting the bid from Energy Control & Design, Inc. Appleton, WI. in the amount of \$196,602.00; and

WHEREAS, Energy Control & Design, Inc. is the current vendor for the heating and cooling system and would have to be onsite during installation; and

WHEREAS, the fiscal impact will be \$196,602.00 and will be paid from Boiler Replacement (2) Account #100-26-57140-M625, which is budgeted for in 2025.

NOW, THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors does hereby waive the Financial Management Policy and approve the bid for the installation of boilers to Energy Control & Design, Inc. Appleton, WI. in the amount of \$196,602.00 to replace the boilers for Buildings A & C.

Submitted this 20th day of November, 2025.

By: PROPERTY AND TECHNOLOGY COMMITTEE

Guy Gooding, Chair
Brandon Dhuey
Wesley Kobylarczyk
Richard Pillsbury
John Wittkopf

Electronically Reviewed by Corporation Counsel 11.10.2025 - BLE

Adopted by an electronic vote: *Ayes.* *Nays.* *Absent.* *Abstain.* *Vacant*



ENERGY CONTROL & DESIGN, INC

3137 N Roemer Road, Appleton WI 54911

www.energycontroldesign.com

Solution
Partner

Building
Technologies

SIEMENS

July 28, 2023

Oconto County Courthouse
Attn: Scott Krueger
301 Washington St.
Oconto WI 54153

11-17-2025: Proposal revised to include escalation and replacement of two boilers.

Re: Courthouse Boiler Replacement

Dear Scott;

Energy Control & Design is pleased to provide the following proposal regarding boiler replacement. The Aerco boiler have reached the end of their estimated life expectancy. Given the age and condition of these boilers and the cost to repair and maintain them, we recommend replacing the boilers with a PK Storm boiler. The Storm boilers will offer many years of reliable service and would work well with the remaining one Aerco boiler.

To complete this installation, two Aerco boilers would be removed. Due to the size and weight of the boiler, it would be taken out through the roof access door, wheeled across the roof and lowered by crane. From here, the new boilers would be lifted to the roof and installed through the roof access door. Once set in place, the new boiler would have new venting installed to rise up through the roof and terminate where the existing venting does. Next water, gas and condensate piping would be installed. The new boiler would be controlled using the existing Siemens BAS system.

The cost to complete the **Courthouse Boiler Replacement** proposal is: **\$196,602 (One Hundred Ninety-Six Thousand, Six Hundred Two Dollars).**

The **Courthouse Boiler Replacement** proposal includes the following:

- Removal and disposal of two Aerco boilers.
- Installation of two (2) PK Storm ST2000 boilers with associated boiler pumps.
- Installation of a Category 4 flue to support condensing boilers.
- Piping modifications to connect the new boilers to the primary/secondary piping arrangement.
- Install a new boiler pump and strainer onto the new boilers.
- Install new boiler condensate piping and a condensate neutralizing system to treat the boilers condensate prior to passing it into the domestic waste infrastructure.
- One (1) lot of gasketed venting to provide flue for the condensing boilers.
- New boilers would have a 5-year burner and heat exchanger materials and workmanship warranty, and a 10-year thermal shock warranty.

- Provide and install current sensors and proof switches to ensure proper feedback and alarm of controlled devices.
- Control system engineering complete with as-built control drawings.
- Control system programing to operate equipment as follows:
 - New boilers to be controlled by the Siemens BAS in a cascade control arrangement.
 - Boiler specific pumps would be controlled by the boiler controls.
 - The existing Aerco boiler would remain as it is.
- Boiler system emergency shut down controls.
- Start-up and commissioning.
- Truck and travel expenses.
- One (1) year warranty.

The above offered pricing does not include the following items:

- New secondary system pumps.
- Repair or replacement of any electrical equipment (e.g., starters, disconnects, breakers, etc.).
- Second shift, third shift or overtime labor.
- Air or water balancing.
- Network connections or cabling.
- Upgrading or adding controls to any other items not explicitly stated above.
- Thermo well installation.
- Power wiring.
- Roofing (none anticipated).

Proposal: Accepted Not accepted Initials: _____

Company Representative's Signature

Date

The above pricing is effective for 30 days. If you would like to proceed with the proposal, please check, initial and sign above and email this letter back to: jbala@energycontroldesign.com. Please also include all applicable paperwork and/or purchase orders that may be necessary.

Thank you for continually allowing Energy Control and Design to serve your HVAC and building automation needs and to provide this estimate. We look forward to working with you and the rest of your team to implement these proposed upgrades. If you have any questions or need any additional information, please feel free to contact me at the number listed below.

Best Regards,

Jeremy Balza

Jeremy Balza

Service Account Manager

Office: 1-920-739-6885 Cell: 1-920-660-6440

jbalza@energcontroldesign.com



ENERGY CONTROL & DESIGN, INC

3137 N Roemer Road, Appleton WI 54911

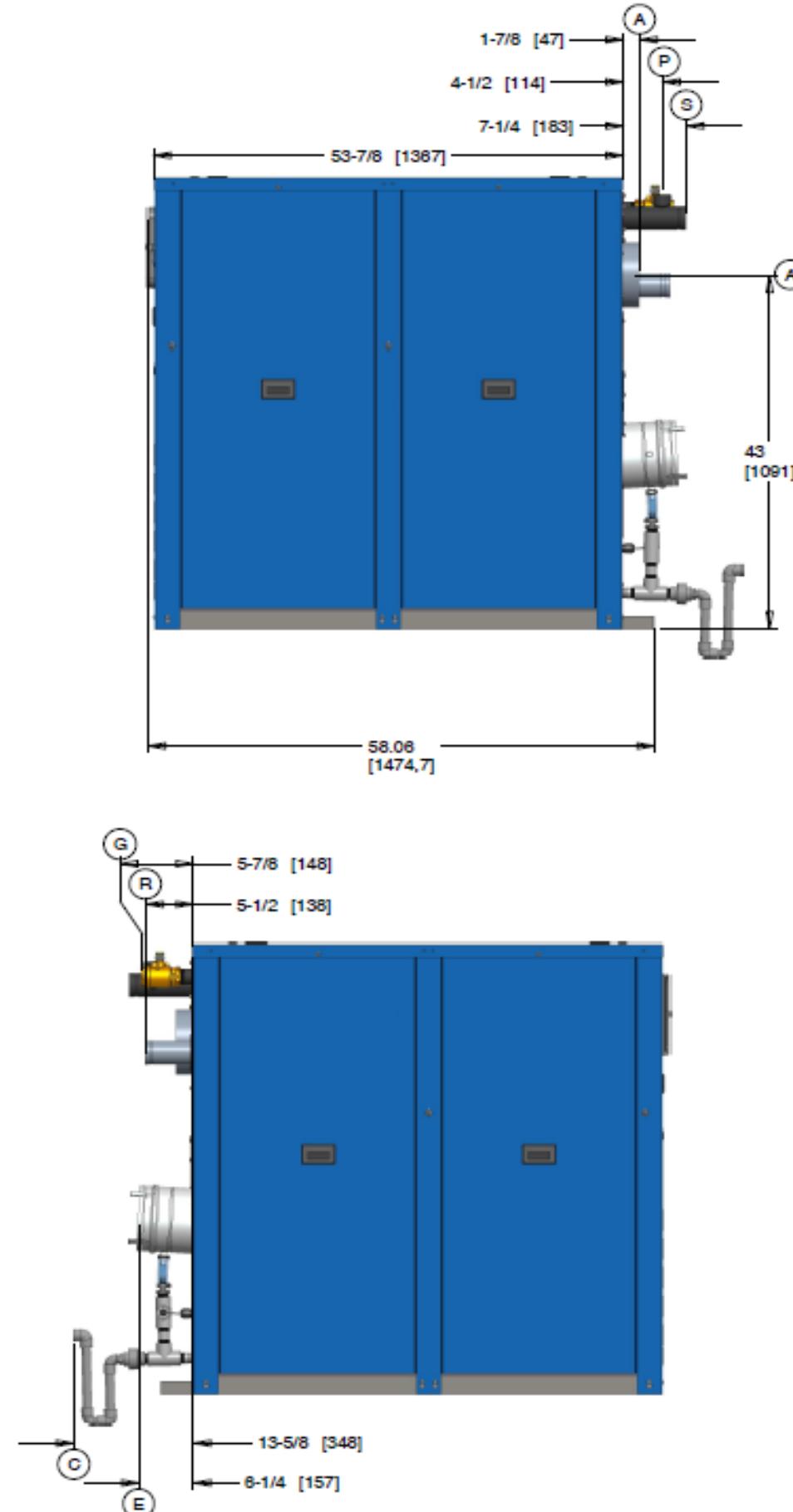
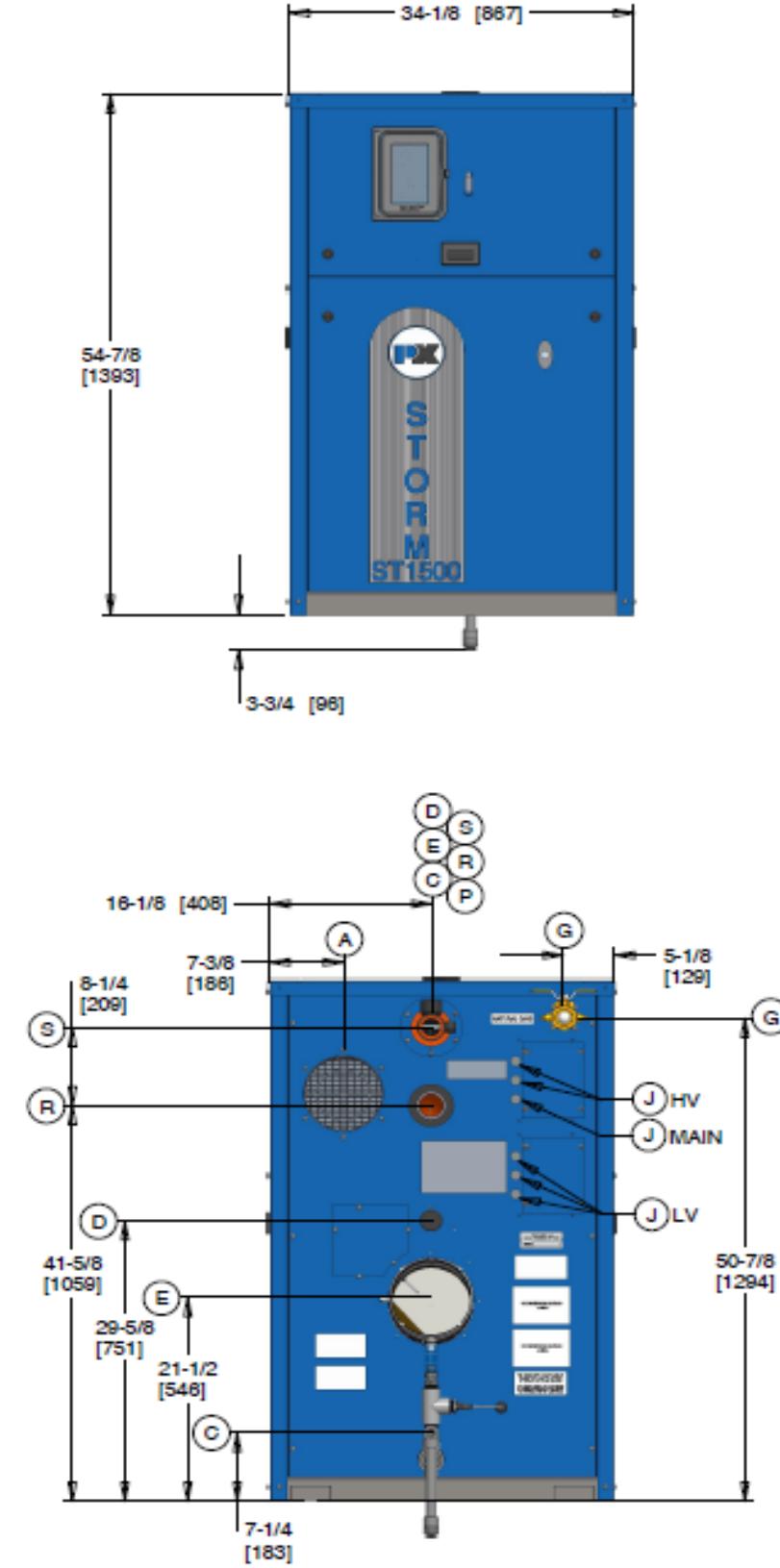
www.energycontroldesign.com

Rep Name: _____

Phone Number: _____

Email: _____

Date: / /



Primary dimensions are in inches. The secondary dimensions, [in brackets], are in millimeters.

This boiler requires Category IV venting (condensing-positive pressure) or Category II venting[†] (condensing -negative pressure as defined in ANSI Z223.1/NFPA 54/CSA-B.149 latest edition).

[†]Category II venting must include the optional combustion air damper

BOILER CONNECTIONS		
A	Combustion Air Inlet	8" dia. stub
C	Condensate Drain	3/4" hose
E	Exhaust Vent	8"
G	Natural Gas	1 1/2" NPT-F
J	Wiring Junction Boxes	inside cabinet
P	Pressure Relief Valve	see list for options
R [†]	Boiler Return, Victaulic® clamp	2 1/2" pipe, grooved
S [†]	Boiler Supply, Victaulic clamp	2 1/2" pipe, grooved
	Anchor Bolt Locations	(4) 9/16" Bolt Holes (2 inside cabinet)

BOILER CONTROLS				
ASME CSD-1 is standard				
Complies with: GE GAP (IRI) guidelines GAP.4.1.0 and GAP.4.1.3				
FM Global 6-4 Section 1.0				
Main Gas Train with Dual Shut-off				
Integrated Boiler Control, NURO Series				
Operating Thermostat, 42°-195°F (5.6°-91°C)				
High Limit Thermostat, Manual Reset, 100°-197°F (38°-92°C)				
High Exhaust Back Pressure Switch				
LWCO/Flow Switch, Paddle Type & LWCO, Probe Type				
Combustion Air Proving Switch, Differential Pressure Type				
Combustion Blower, Variable Speed, 1625 Watt				

A.S.M.E. SECTION IV DESIGN DATA	ST-1250	ST-1500	ST-1750	ST-2000
Max Pressure	160 PSIG			
Max Allowable Temperature	210°F			
Max Operating Temperature	200°F			
Heated Wet Surface Area	100.17 ft ²	119.8 ft ²	153.19 ft ²	153.19 ft ²
Flow Rate @ 20°FΔT	120.6 GPM	146 GPM	170 GPM	194 GPM
Min Flow Rate @ All Firing Rates (Flow Switch Setting)	38 GPM	46 GPM	54 GPM	62 GPM

MODEL SELECTION				
Boilers	<input type="checkbox"/> ST-1250	<input type="checkbox"/> ST-1500	<input type="checkbox"/> ST-1750	<input type="checkbox"/> ST-2000
Fuel Options				<input type="checkbox"/> NG
Min Inlet Gas Pressure				3.5" w.c.
Max Inlet Gas Pressure				14" w.c.
Max Input (BTU/hr)	1,250,000	1,500,000	1,750,000	2,000,000
Max Output (BTU/hr)	1,212,500	1,455,000	1,697,500	1,940,000
Boiler HP	36.0	43.0	50.0	58.0
Min Input (BTU/hr)	125,000	150,000	175,000	200,000
Min Output (BTU/hr)	121,250	145,500	169,750	194,000
Turndown Ratio				10:1
Operating Weight	1112 lbs.	1208 lbs.	1305 lbs.	1305 lbs.
Shipping Weight	1070 lbs.	1150 lbs.	1220 lbs.	1220 lbs.
Boiler Water Content	11 gal	12.9 gal	16.2 gal	16.2 gal
Shipping Dimensions	72"x38"x60" (LxWxH)			
Power Supply	208/240V, 1ph, 60Hz			
Operating Current	20 Amps			
Recommended Minimum Circuit Capacity	20 Amps			

PRESSURE RELIEF VALVE/PRESSURE-TEMPERATURE GAUGE		
<input type="checkbox"/>	30 PSIG 1-1/2"x 2"	15-160 psi/0-250°F
<input type="checkbox"/>	60 PSIG 1-1/4"x 1-1/4"	15-160 psi/0-250°F
<input type="checkbox"/>	75 PSIG 1-1/4"x 1-1/4"	15-160 psi/0-250°F
<input type="checkbox"/>	80 PSIG 1-1/4"x 1-1/4"	15-160 psi/0-250°F
<input type="checkbox"/>	100 PSIG 1"x 1-1/4"	15-160 psi/0-250°F
<input type="checkbox"/>	125 PSIG 1"x 1"	15-160 psi/0-250°F
<input type="checkbox"/>	150 PSIG 1"x 1"	15-160 psi/0-250°F

RECOMMENDED CLEARANCE FOR SERVICE ACCESS				
Front - 18"	Rear - 12"	Top - 0"	Left Side - 6"	Right Side - 0"

Notes:

- Victaulic is a registered trademark of Victaulic Company, Easton PA, USA
- Patterson-Kelley reserves the right to make changes at any time without notification



Company name:

Created by:

Phone:

Date:

07/11/2025

Qty.	Description
1	<p>UPS 80-160 F</p>  <p>Note! Product picture may differ from actual product</p> <p>Product No.: 96402920</p> <p>The pump is of the canned rotor type, i.e. pump and motor form an integral unit without shaft seal and with only two gaskets for sealing. The bearings are lubricated by the pumped liquid.</p> <p>In order to avoid problems in connection with disposal, great importance has been attached to using as few different materials as possible.</p> <p>The pump is characterized by:</p> <ul style="list-style-type: none">* 3 speed motor.* Ceramic radial bearings.* Carbon axial bearing.* Stainless steel rotor can, bearing plate and rotor cladding.* Aluminium alloy stator housing.* Cast iron pump housing.* Stator with built-in thermal switch. <p>The motor is a 3-phase motor.</p> <p>The pump is supplied with a standard module in the terminal box. The standard module is to be connected to the mains supply via external contactor.</p> <p>Controls:</p> <p>Relay: without relay</p> <p>Terminal box position: 1.30H</p> <p>Liquid:</p> <p>Pumped liquid: Water</p> <p>Liquid temperature range: 14 .. 248 °F</p> <p>Selected liquid temperature: 140 °F</p> <p>Density: 61.35 lb/ft³</p> <p>Technical:</p> <p>Actual calculated flow: 174 US GPM</p> <p>Resulting head of the pump: 31.08 ft</p> <p>Approvals: CCSAUS</p>



Company name:

Created by:

Phone:

Date:

07/11/2025

Qty.	Description
1	<p>Materials:</p> <p>Pump housing: Cast iron EN 1561 EN-GJL-250 ASTM 35B-40B</p> <p>Impeller: Stainless steel EN 1.4301 AISI 304</p> <p>Installation:</p> <p>Range of ambient temperature: 32 .. 104 °F</p> <p>Maximum operating pressure: 145.04 psi</p> <p>Pipe connection standard: ANSI</p> <p>Type of connection: DIN</p> <p>Pipe connection: GF 80</p> <p>Pressure rating for connection: PN 10</p> <p>Port-to-port length: 19 in</p> <p>Electrical data:</p> <p>Power input in speed 1: 2.0115 HP</p> <p>Power input in speed 2: 1550 W</p> <p>Max. power input: 2050 W</p> <p>Mains frequency: 60 Hz</p> <p>Rated voltage: 3 x 208-230 V</p> <p>Current in speed 1: 4.05 A</p> <p>Current in speed 2: 4.2 A</p> <p>Current in speed 3: 6.35 A</p> <p>Cos phi in speed 1: 0.93</p> <p>Cos phi in speed 2: 0.93</p> <p>Cos phi: 0.81</p> <p>Enclosure class (IEC 34-5): X4D</p> <p>Insulation class (IEC 85): H</p> <p>Ex-protection standard: CONTACT</p> <p>Winding resistance: 7.8 - 10.2 Ohm</p> <p>Others:</p> <p>Terminal box position: 1.30H</p> <p>Net weight: 85.8 lb</p> <p>Gross weight: 99 lb</p> <p>Shipping volume: 3.46 ft³</p> <p>Country of origin: RS</p> <p>Custom tariff no.: 8413.70.2005</p>



Company name:

Created by:

Phone:

Date: 07/11/2025

Description	Value
-------------	-------

General information:

Product name: UPS 80-160 F
 Product No: 96402920
 EAN number: 5700390685973

Price:

Technical:

Speed no: 3
 Actual calculated flow: 174 US GPM
 Resulting head of the pump: 31.08 ft
 Maximum head: 52.5 ft
 Approvals: CCSAUS
 Model: C

Materials:

Pump housing: Cast iron
 EN 1561 EN-GJL-250
 ASTM 35B-40B
 Impeller: Stainless steel
 EN 1.4301
 AISI 304

Installation:

Range of ambient temperature: 32 .. 104 °F
 Maximum operating pressure: 145.04 psi
 Pipe connection standard: ANSI
 Type of connection: DIN
 Pipe connection: GF 80
 Pressure rating for connection: PN 10
 Port-to-port length: 19 in
 Connect code: F

Liquid:

Pumped liquid: Water
 Liquid temperature range: 14 .. 248 °F
 Selected liquid temperature: 140 °F
 Density: 61.35 lb/ft³

Electrical data:

Power input in speed 1: 2.0115 HP
 Power input in speed 2: 1550 W
 Max. power input: 2050 W
 Mains frequency: 60 Hz
 Rated voltage: 3 x 208-230 V
 Current in speed 1: 4.05 A
 Current in speed 2: 4.2 A
 Current in speed 3: 6.35 A
 Cos phi in speed 1: 0.93
 Cos phi in speed 2: 0.93
 Cos phi: 0.81

Enclosure class (IEC 34-5): X4D

Insulation class (IEC 85): H

Ex-protection standard: CONTACT

Thermal protec: external

Winding resistance: 7.8 - 10.2 Ohm

Controls:

Relay: without relay

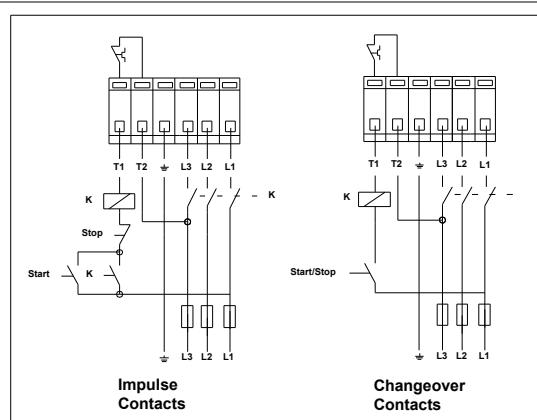
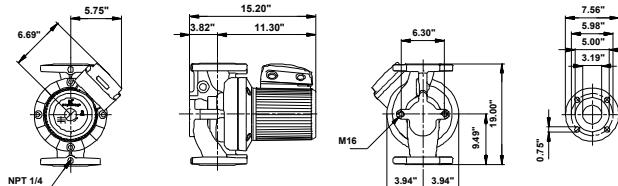
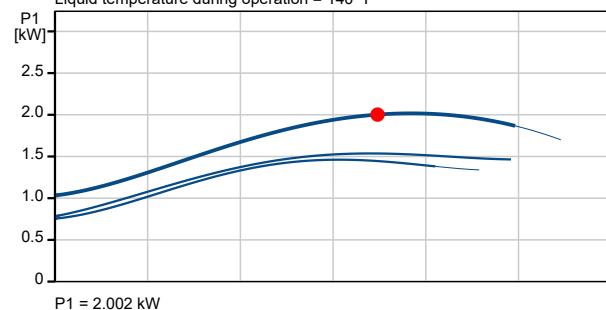
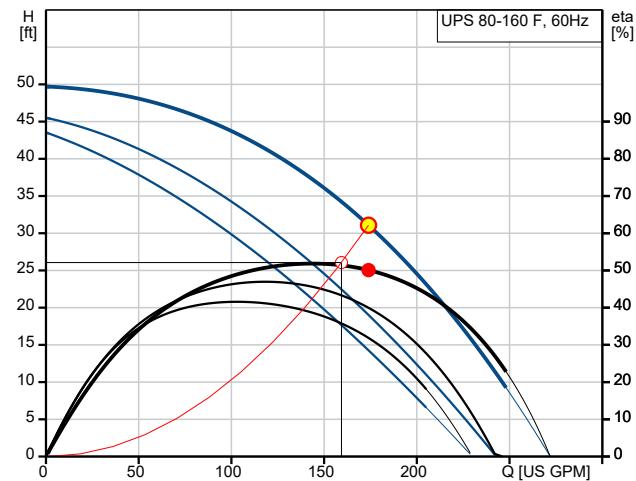
Terminal box position: 1.30H

Others:

Terminal box position: 1.30H

Net weight: 85.8 lb

Gross weight: 99 lb





Company name:

Created by:

Phone:

Date: 07/11/2025

Description	Value
Shipping volume:	3.46 ft ³
Country of origin:	RS
Custom tariff no.:	8413.70.2005



Company name:

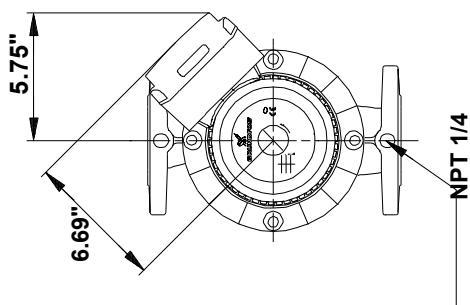
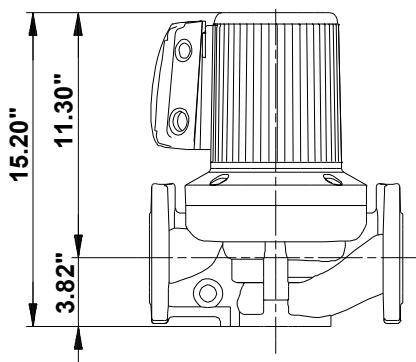
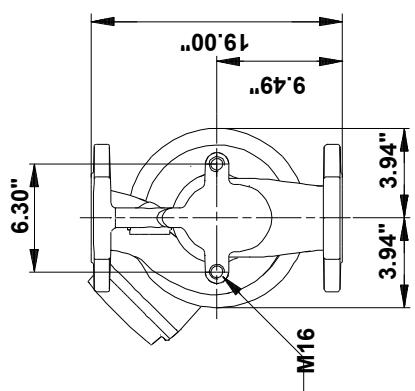
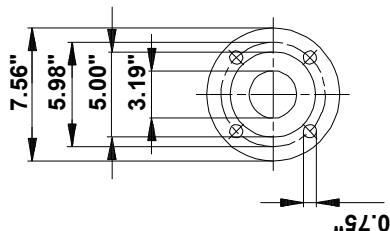
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Note! All units are in [in] unless others are stated.
Disclaimer: This simplified dimensional drawing does not show all details.

RESOLUTION – R2025-11-08

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

Re: Approval of Court Security Lieutenant Position for Sheriff's Office

WHEREAS, the Sheriff's Office is requesting an update to the organizational structure of the patrol division to replace one vacant deputy court security, an hourly position, with one salaried Court Security Lieutenant position effective January 1, 2026; and

WHEREAS, going to one salaried, non-union lieutenant will allow for proper supervision with court functions, consistency with court operations, and to ensure that safety and security measures and available resources are used as necessary; and

WHEREAS, the Court Security Lieutenant will take the lead in researching, proposing, and implementing campus safety training and security projects, ideas, policies, procedures, and other tactics to ensure a secure facility; and

WHEREAS, the fiscal impact will be \$138,667.00, funded through the removal of one deputy position at a cost of \$123,324 annually from the Sheriff's Office organizational structure, with the remaining amount being covered by the reduction of overtime expenditures by the deputy position and open vacant position with the court security position.

NOW, THEREFORE, BE IT RESOLVED, that the Public Safety Committee and Administration Committee do hereby approve the creation of the Court Security Lieutenant position within the Sheriff's Office at pay grade 145 in the general employee pay plan with no budget impact to Oconto County.

Submitted this 20th day of November, 2025.

By: PUBLIC SAFETY COMMITTEE

ADMINISTRATION COMMITTEE

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

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

Electronically Reviewed by Corporation Counsel on 11.07.2025 - BLE

Adopted by an electronic vote: *Ayes.* *Nays.* *Absent.* *Abstain.* *Vacant.*

Oconto County - Job Description

Job Title: Court Security Lieutenant
Position #: 50101
Department: Sheriff
Reports To: Sheriff & Chief Deputy
FLSA Status: Exempt
Pay Classification: Grade 145
Work Comp Code: 7720
EEO Code: 04-04
Approved Date: 10/30/2025

SUMMARY

Responsible to the Sheriff and Chief Deputy. Serves as Sheriff's Supervision for Court Security and the greater Courthouse campus. Maintains security and order in the courts by performing the following duties. Also enforces laws related to the protection of life and property, directs and controls traffic, prevents crime or disturbance of peace, and arrests violators by performing the following duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following, but not limited to:

Lieutenants shall promptly investigate all citizen complaints and/ or requests for assistance that may come to their attention regarding the recreational laws. They shall, at all times, protect life and property, preserve the peace, apprehend criminals, prevent crime, recover lost and stolen property, direct traffic when needed and enforce the ordinances of the County of Oconto and the laws of the State of Wisconsin and the United States Constitution. This includes patrolling assigned area on foot, ATV, snowmobile, watercraft or on horseback to enforce laws, prevent and discover crimes, investigate crimes, maintain order, and answer calls and complaints.

Compiles court dispositions, maintains liaison between the Sheriff's Office, the courts, and the jail. Assist other Lieutenants as necessary with the shift activities of the Patrol and Investigative Division.

Directs and assists the Court Security deputies the provision and coordination of daily courtroom and campus security and the coordination of court appearances of incarcerated persons with schedules of the Courts. When special circumstances dictate ensure security precautions over and above those normally provided.

Directs and assists through the Jail Sergeant that incarcerated persons are brought before a Judge as constitutionally required and other transportation duties as required by authority of the Sheriff.

Act as liaison between the Sheriff's Office, the District Attorney's Office, the Oconto County Court System including the judges and their staff, State Public Defender's Office, Health and Human Services, Private Attorneys, Contracted Service Providers, and the Clerk of Courts Office.

Assist the Records Specialist with Traffic Court by ensuring the proper processing of County Court traffic citations.

Directs and assists, through the Judicial Assistant(s) and the Jail, the appearance of incarcerated person(s) in-person or through video conferencing and arrange for the transportation to/from Oconto County incarcerated persons housed outside of the county facilities.

With the Sheriff/Chief Deputy approval, takes the lead in researching, proposing, and implementing campus safety and security projects, ideas, policies, procedures, and other tactics to ensure a secure facility.

Acts as a representative for the Sheriff's Office on the Oconto County Courthouse Security Committee. Testifies in court to present evidence by describing conditions, situations, and actions. Serves subpoenas or other official papers.

Collects and retains unauthorized items from person(s) entering courtroom.

Assists with updating and reviewing the Oconto County Sheriff's Office policies and procedures.

Follows full description of Patrol Lieutenant job description as well.

Perform other related duties as assigned by the Sheriff or Chief Deputy.

SUPERVISORY RESPONSIBILITIES

Directs and assists with the daily activities involved in the courthouse. This includes courtroom support activities, supervises sworn deputies assigned to or requested for court or training activities.

Directly supervises Court Security deputies, at times, patrol deputies, investigators, reserve deputies, dispatch, and assists in overseeing jail correctional staff in the absence of the Jail Administrator or when needed for prisoner transport and court security. Carries out supervisory responsibilities in accordance with the organization's policies and procedures throughout the office. Responsibilities include safety training of county employees as well as planning, assigning, documenting, and directing standard and emergency safety and other training. Responsible for appraising performance, disciplining sworn deputies, addressing complaints, and resolving problems. Assist when needed in the hiring process. Assists with the coordination, implementation, and supervision of project management with special teams.

SUPERVISION RECEIVED

Employee receives guidance and oversight by Chief Deputy and/or the Sheriff on a regular basis, and works alone and with other staff on routine matters.

QUALIFICATIONS

Associate's degree (A. A.) or equivalent from two-year college or technical school in Police Science or other related field AND five years of field experience in patrol and basic investigations or related experience and/or training; or equivalent combination of education and experience.

Must be a United States citizen, be a minimum age of 19, have the ability to possess a firearm, have no felony convictions, and no domestic abuse convictions. Residency required as allowed by law.

LANGUAGE SKILLS

Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents. Ability to respond to common inquiries or complaints from customers, regulatory agencies, or members of the business community. Ability to write speeches and articles for publication that conform to prescribed style and format. Ability to effectively present information to top management, public groups, and/or boards of directors.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

REASONING ABILITY

In the absence of the Sheriff and Chief Deputy, and on their behalf, make all decisions on any problems that may arise. Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

CONFIDENTIALITY

Most Sheriff Office matters are confidential, such as juvenile cases, investigations, undercover operations, personnel matters, and protected health information (including electronic PHI).

CERTIFICATES, LICENSES, REGISTRATIONS

LETSB Certification, Certified Police officer, Valid Driver's License with good driving record, including insurance.

MATERIALS AND EQUIPMENT USED

General office equipment, computer, keyboard, printer, calculator, photocopier. All law enforcement tools and equipment such as firearm, Taser, handcuffs, etc.

PHYSICAL DEMANDS

While performing the duties of this job, the employee is frequently required to use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; talk or hear; and taste or smell. The employee is occasionally required to stand, walk, and sit. The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 50 pounds, and occasionally lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision and distance vision. Additional physical demands include but are not limited to: ability to run after a fleeing suspect and jump or climb over objects, ability to physically take a suspect into custody, ability to use force necessary to protect one's own safety and the safety of others, and intermittent movement from sitting, standing, or stopping.

WORK ENVIRONMENT

While performing the duties of this job, the employee frequently works in areas with security measures in place and frequently works with person(s) of questionable character. The employee is occasionally exposed to moving mechanical parts; high, precarious places; fumes or airborne particles; toxic or caustic chemicals; outside weather conditions; risk of electrical shock; bloodborne pathogens; and vibration. The noise level in the work environment is usually moderate.

DISCLAIMER

The above statements are intended to describe the general nature of the job. They are not intended to be an exhaustive list of specific responsibilities, duties and skills required by personnel so classified.

Oconto County is an Equal Opportunity and Affirmative Action Employer. In compliance with the American with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

OC SQUAD'S ANNUAL
Bake Sale

THURSDAY, 11/20

11AM - 1PM

L.E.C.

*FREE cup of hot chocolate

*donate & be entered to win!

*NO prepackaging needed

*label & drop off - EASY!

questions? call/email liv in ts