

**ADJOURNED SESSION
WINNEBAGO COUNTY BOARD OF SUPERVISORS MEETING
TUESDAY, JULY 18, 2023**

A. CALL TO ORDER

Chairman Thomas Egan called the meeting of the Winnebago County Board of Supervisors to order at 6:00 P.M. from the Winnebago County Courthouse, 415 Jackson Street, Oshkosh, Wisconsin and virtually by ZOOM.

B. ROLL CALL

The following Supervisors were present: 31 – Dowling, Nichols, Borchart, Eisen, Horan, Wise, Nussbaum, Stafford, Albrecht, Gabert, Swan, Robinson, Floam, Gordon, Ponzer, Belville, Ernst, Hinz, Zellmer, Schellenger, Buck, Powers, Hanson, Cox, Gustafson, Youngquist, Farrey, Egan, Beem, Nelson and Miller; Excused: 5 – Defferding, Ellenberger, Binder, Harrison and Zastera.

C. PLEDGE OF ALLEGIANCE

The meeting was opened with the Pledge of Allegiance.

D. INVOCATION

Invocation by Supervisor Karen Powers

E. ADOPT AGENDA

Motion by Supervisor Albrecht, seconded by Supervisor Powers, to adopt the agenda for tonight's meeting.
CARRIED BY VOICE VOTE.

F. PUBLIC COMMENTS

There were no public comments.

G. COMMUNICATIONS. PETITIONS. MEMORIALS. ACCOUNTS. COMMENDATIONS. ETC.

Julie Barthels, Winnebago County Clerk, presented the following communications:

1. The following Resolutions from Other Counties have been referred to the Legislative Committee:
 - Douglas County – Resolution #35-23 – "Resolution Regarding Foreign Ownership of Farmland"
 - Green Lake County – Resolution #14-2023 – "Requesting the State of Wisconsin to Review and Revise its Policy on Foreign Ownership of Farmland"
 - Kenosha County – Resolution No. 20 – "Requesting the State of Wisconsin Revise Solar Energy System Law"
 - Oneida County – Resolution 70-2023 – "Requesting State of Wisconsin to use a Portion of the 2023 Budgetary Surplus for the Maintenance, Repair and Replacement of County Trunk Highway System"
 - Walworth County Resolution No. 19-06/23 – "Requesting the State of Wisconsin Review and Revise the Compensation Rate for State Public Defenders"
2. The following Petition for a Zoning Amendment has been referred to the Planning and Zoning Committee:
 - 001 Steven Cottrell / Lynda Hawksworth; Town of Vinland; rezone from R-1 (Rural Residential) to A-2 (General Agriculture)
3. Thank You Cards
 - Milana Krishnevsky – Winneconne High School Scholarship Recipient
 - Logan Olszewski – Menasha High School Scholarship Recipient
4. Commendations for Thomas McInnis and Dan Ziegenhagen

H. REPORTS FROM COMMITTEES. COMMISSIONS & BOARDS

Supervisor Powers updated the board that one of this year's scholarship recipients, Milana Krishnevsky, is currently in Japan with the 4-H International Exchange for 8 weeks and will be postponing her first semester of undergraduate education. Supervisor Powers spoke with the other members of the Scholarship Committee and they all agreed that they would let the student keep the \$500, the first half of the scholarship award. When she enrolls in class in 2024-2025 and finishes her 1st semester and maintains the required GPA, she will receive her 2nd half of the award. The County Board will award all the scholarships that year and just the 2nd half for this individual if she meets the qualified requirements.

Supervisor Gustafson informed the board that the IT Committee met on July 13, 2023, to discuss the amendment to the Winnebago County Board of Supervisor rules regarding the county issued devices and the appropriate behavior with them. They passed the resolution unanimously. It is now moving on to the Judiciary & Public Safety Committee and hopefully be presented to the County Board in August or September.

Supervisor Floam informed the Board that the Task Force for Committee Structure presented their recommendations to the Judiciary & Public Safety (JPS) Committee on July 10, 2023. The JPS Committee will have a resolution and an ordinance change that will be considered and possibly voted on at their next meeting in August. If this would advance to the Board, they will have a presentation at the September 5, 2023, Special Orders Session.

Supervisor Gabert stated that the EAA begins next Monday, July 24, 2023, and they are expecting over 650,000 people to show up for that event so there could be a lot of economic impact for Winnebago County.

Supervisor Eisen wanted to share with the County Board Supervisors a public notice that was published in the Oshkosh Northwestern on July 12, 2023. It related to the bidding on a contract for the airport; the control tower modernization. According to the article, the bidding on that contract was strictly electronic so they would not be accepting paper bids for that particular project. Supervisors should keep that in mind when some of their constituents might inquire about bidding on Winnebago County contracts that it could possibly be electronic bidding only.

Supervisor Nelson updated the Board on the International Trade, Business and Economic Development Council and expressed his deep frustration with the lack of accomplishment that this committee is and has done. He informed the Board that the next meeting will take place on the 28th.

I. COUNTY EXECUTIVE'S REPORT

Executive Doemel reported on the following topics:

- Executive Doemel named his appointment to the Human Services Board.
- Executive Doemel discussed the merit plan proposal that will be voted on later tonight. They are looking to correct the plan by implementing 2 separate raises. This will allow employees to move along the pay range no matter how long or short they have been in their positions.
- Executive Doemel addressed concerns about the Spirit Fund, and misconceptions about the process. An amendment was made to move the non-government portion up to the administrative portion of the fund which did not exclude non-profits from being eligible. This excluded entities that do not help in our core missions from being eligible.
- Executive Doemel wants to ensure a fair process that looks at the merit of the mission, and not give more weight to those with more resources.
- The ARPA Commission approved a citizen review work group to categorize all submissions and present the scope of needs in Winnebago County. This will be presented to the full county board before it goes to the ARPA Commission for deliberation. The citizen review work group will consist of the following individuals: Beth Oswald, Rachel Hansen, Pete Dulcamara and Kate Pfaendtner.

J. COUNTY BOARD CHAIRMAN'S REPORT

County Board Chairman Egan reported on the following topics:

- Supervisors Defferding, Ellenberger, Binder, Harrison, and Zastera are excused from tonight's meeting.
- Chairman Egan thanked all the Supervisors that attended the dedication of the David W. Albrecht Administration Building that took place on Friday, June 29, 2023, and the reading of the Declaration of Independence by Sheriff John Matz on the Courthouse Steps on Tuesday, July 4, 2023.
- Chairman Egan received letters from two individuals, Sadie and Nora Neuman, who will be selling their animals at the Winnebago County Fair this year.

K. WINNEBAGO COUNTY FAIR PRESENTATION – AMBER HAMMOND, FAIREST OF THE FAIR AND JODY BEZIO, FAIREST OF THE FAIR COORDINATOR

Jody Bezio, Fairest of the Fair Coordinator, introduced herself and explained how and what she does being involved with the Winnebago County Fair Board. She described the contest process of the Fairest of the Fair, what the position entails and how the position helps to promote the county fair. Jody introduced Amber Hammond, the Fairest of the Fair, and Amanda Stone, the Fairest of the Fair attendant who are out in the community working really hard to promote the Winnebago County Fair events.

Amber Hammond, the Fairest of the Fair, for the current term introduced herself and provided a brief history about everything she is involved in. Documentation was placed on the desks for all the Board members. She introduced and encouraged the different opportunities for participation for all the upcoming events taking place at the fair. She really hopes to see you all there to support the kids. Thank you again for everything you do for the Winnebago County Fair.

Amanda Stone, the Fairest of the Fair attendant introduced herself and provided some background information on how she grew up showing in 4-H and being involved in the fair as a child.

Amanda spoke a little bit about the barn judging and invited you to participate in at the fair. There should be a sheet in the packet that explains what we're inviting you to come to do and then it can also serve as your entry to the fair at any admission gate since you were invited to help judge the barns as you walk through the fair. You can do as many or as few animal projects as you'd like. They invite you to come look at all the hard work of the youth and help us out in judging the barns this year at the fair.

L. CONSENT CALENDAR

Consent Calendar Items are those items of a Routine Administrative Nature that are Voted on by the Winnebago County Board of Supervisors in a Single Roll Call Vote. Staff Recommends Approval of all Items. Any Winnebago County Board of Supervisor may Request that an Item be Removed from the Consent Calendar for Discussion. Questions relating to items on the Consent Calendar do not require the item be removed from the Consent Calendar if a satisfactory answer is provided.

1. **APPROVAL OF PROCEEDINGS:** Approval of Proceedings from the June 20, 2023, Adjourned Session of the Winnebago County Board of Supervisors.

2. **COUNTY EXECUTIVE'S APPOINTMENTS**

- a. Human Services Board – Mark Weisensel, Oshkosh; this term will expire December 31, 2025

RESOLUTIONS & ORDINANCES

3. **RESOLUTION NO. 240-072023:** Commendation for Thomas McInnis

WHEREAS, Thomas McInnis has been employed with Parks Administration for the past thirty-one years, and during that time, has been a most conscientious and devoted County employee; and

WHEREAS, Thomas McInnis has now retired from those duties, and it is appropriate for the Winnebago County Board of Supervisors to acknowledge his years of service; and

NOW, THEREFORE, BE IT RESOLVED, by the Winnebago County Board of Supervisors, that sincere appreciation and commendation be, and it hereby is extended to Thomas McInnis for the fine services he has rendered to Winnebago County.

BE IT FURTHER RESOLVED that the County Clerk send a copy of this Resolution to Thomas McInnis.

Submitted by:

PERSONNEL & FINANCE COMMITTEE

4. **RESOLUTION NO. 241-072023:** Commendation for Dan Ziegenhagen

WHEREAS, Dan Ziegenhagen has been employed with the Sheriff, for the past twenty-five years, and during

that time, has been a most conscientious and devoted County employee; and

WHEREAS, Dan Ziegenhagen has now retired from those duties, and it is appropriate for the Winnebago County Board of Supervisors to acknowledge his years of service.

NOW, THEREFORE, BE IT RESOLVED, by the Winnebago County Board of Supervisors, that sincere appreciation and commendation be, and it hereby is extended to Dan Ziegenhagen for the fine services he has rendered to Winnebago County.

BE IT FURTHER RESOLVED, that the County Clerk send a copy of this Resolution to Dan Ziegenhagen.

Submitted by:

PERSONNEL & FINANCE COMMITTEE

5. **RESOLUTION NO. 242-072023:** Authorize Two Access and Maintenance Easements to Wisconsin

Public Service Corporation for the Purpose of Providing New and Relocated Electrical Services for the T-Hangar Construction Project

WHEREAS, as a requirement of the Wittman Regional Airport's T-hangar project, new electrical service must be installed, and one existing line must be relocated per the project design; and

WHEREAS, Wisconsin Public Service (WPS) has completed their design work and drafted two easements for approval by the Winnebago County Board; and

WHEREAS, installation of the new service and relocated electrical service will be covered under the overall project cost.

NOW, THEREFORE, BE IT RESOLVED by the Winnebago County Board of Supervisors that it approves execution by the Winnebago County Executive of two access and maintenance easements to Wisconsin Public Service Corporation for the purpose of providing new and relocated electrical services for the T-hangar construction project.

Submitted by:

AVIATION COMMITTEE

Motion by Supervisor Robinson and seconded by Supervisor Horan, to adopt the consent calendar excluding:

Supervisor Powers requested that these items be pulled from the Consent Calendar.

6. Resolution No. 243-072023: Authorize the Acceptance of a Donation from Lapham-Hickey Steel in the Amount of \$5,000 for the Purpose of Purchasing Supplies for the Be Active Go Outside Program and a Budget Transfer in the Amount of \$5,000.

7. Resolution No. 244-072023: Authorize the Acceptance of a Donation from the Oshkosh United Soccer Club in the Amount of \$7,500 for the Purpose of Installing Electrical Pedestals at the Winnebago County Community Park and a Budget Amendment in the Amount of \$7,500.

Vote on Consent Calendar: CARRIED BY VOICE VOTE.

6. RESOLUTION NO. 243-072023: Authorize the Acceptance of a Donation from Lapham-Hickey Steel in the Amount of \$5,000 for the Purpose of Purchasing Supplies for the Be Active Go Outside Program and a Budget Transfer in the Amount of \$5,000

WHEREAS, Lapham-Hickey Steel is interested in donating \$5000 to the Winnebago County Parks Department for the purpose of purchasing supplies and other needed materials to host a monthly event for the Be Active Go Outside program; and

WHEREAS, the Parks Department is launching a program in partnership with Oshkosh Recreation and PDS F.U.S.I.O.N. to encourage residents to Be Active, Go Outside, and visit the Winnebago County Parks; and

WHEREAS, the goal is for families and individuals to get outside in 2023 for 920 hours.

NOW, THEREFORE, BE IT RESOLVED by the Winnebago County Board of Supervisors that it hereby authorizes the acceptance of a donation from Lapham-Hickey Steel in the amount of \$5000 for the Purpose of Purchasing Supplies for the Be Active Go Outside Program and a Budget Amendment in the Amount of \$5000.

Submitted by:

PARKS & RECREATION COMMITTEE
PERSONNEL & FINANCE COMMITTEE

Consent Calendar - Resolution No. 243-072023 was pulled from the Consent Calendar by Supervisor Powers. Motion by Supervisor Powers, seconded by Supervisor Floam, to adopt. CARRIED BY VOICE VOTE.

7. RESOLUTION NO. 244-072023: Authorize the Acceptance of a Donation from the Oshkosh United Soccer Club in the Amount of \$7,500 for the Purpose of Installing Electrical Pedestals at the Winnebago County Community Park and a Budget Amendment in the Amount of \$7,500

WHEREAS, Oshkosh United Soccer Club is interested in donating \$7500 for the purpose of installing electric pedestals in the Winnebago County Community Park; and

WHEREAS, the Parks Department feels this will benefit multiple groups throughout the year for their special events; and

WHEREAS, the Parks Department and Facilities Department will install the conduit, wire, and pedestals required for the project.

NOW, THEREFORE, BE IT RESOLVED by the Winnebago County Board of Supervisors that it hereby authorizes the acceptance of a donation from the Oshkosh United Soccer Club in the amount of \$7500 for the purpose of installing electrical pedestals at the Winnebago County Community Park and a Budget Amendment in the Amount of \$7500.

Submitted by:

PARKS & RECREATION COMMITTEE
PERSONNEL & FINANCE COMMITTEE

Consent Calendar - Resolution No. 244-072023 was pulled from the Consent Calendar by Supervisor Powers. Motion by Supervisor Powers, seconded by Supervisor Hanson, to adopt. CARRIED BY VOICE VOTE.

M. RESOLUTIONS & ORDINANCES

1. RESOLUTION NO. 245-072023: Winnebago County Sheriff's Office Communication Center be Designated the Public Safety Answering Point for Winnebago County

WHEREAS, 2019 Wisconsin Act 26 requires the Wisconsin Department of Military Affairs to provide grants to one public safety answering point in each county that meets the eligibility criteria and grant purposes identified in Wis. Admin. Code § DMA 2.05; and

WHEREAS, Wis. Admin. Code § DMA 2.03 requires that each county designate a public safety answering point as the "designated public safety answering point" to be eligible to apply for grants in that county; and

WHEREAS, the designated public safety answering point for Winnebago County is the only public safety answering point eligible to apply for grants for the life of the grant program in Winnebago County.

NOW, THEREFORE, BE IT RESOLVED, by the Winnebago County Board of Supervisors that the Winnebago County Sheriff's Office Communications Center is hereby selected as the designated public safety answering point for Winnebago County.

Submitted by:

CHUCK FARREY, SUPERVISOR, DISTRICT 30
JUDICIARY & PUBLIC SAFETY COMMITTEE

Motion by Supervisor Farrey, seconded by Supervisor Floam, to adopt. CARRIED BY VOICE VOTE.

2. RESOLUTION NO. 246-072023: Authorize Park View Health Center Emergency Staffing Incentive Proposal

WHEREAS, Park View Health Center has experienced a continual staffing decrease since the beginning of the COVID-19 pandemic and continues to experience crisis staffing shortages; and

WHEREAS, Park View Health Center has experienced numerous critical staffing levels due to the existing workforce shortages; and

WHEREAS, Park View Health Center has experienced great turnover with few qualified applicants submitting applications; and

WHEREAS, Park View Health Center has exhausted all non-monetary incentives to alleviate critical staffing levels and in November the board passed an emergency staffing incentive proposal as outlined below:

1. Offer \$25 per four-hour shift based on identified high need shifts/staffing emergency, as identified by the Nursing Home Administrator or designee.
2. Offer exempt staff \$68 per hour picking up shifts beyond their required 40 hour per week shift, to include shift and weekend differentials.
3. Offer 0.8 to full time staff double time for emergency or high need shifts as identified by Nursing Home Administrator or designee.
4. Offer time and a half to casual call and part time employees for emergency staffing needs as identified by Nursing Home Administrator or designee.

WHEREAS, with the staffing shortages industry wide, Park View is seeing employees leaving for other facilities who offer incentives with more flexibility; and

NOW, THEREFORE, BE IT RESOLVED by the Winnebago County Board of Supervisors that it hereby recognizes the need for a more adaptive incentive procedure and authorizes Park View Health Center Administrator with approval from the county executive and director of human resources to develop procedures to ensure shifts are filled during emergency staffing situations with the following conditions:

1. Emergency staffing is mitigated through other policies as much as possible
2. Per shift incentives shall not exceed \$150 and shall be offered starting at \$25 per shift
3. Offer exempt staff up to \$68 per hour for picking up shifts beyond the required 40 hour per week, to include shift and weekend differentials.
4. Time and a half or double time may be offered to employees
5. The nursing home administrator reports to the county executive, director of human resources, and the PVHC Committee monthly on the use of the adopted procedures

Submitted by:

PARK VIEW HEALTH CENTER COMMITTEE

PERSONNEL & FINANCE COMMITTEE

Motion by Supervisor Schellenger, seconded by Supervisor Nussbaum, to adopt. CARRIED BY VOICE VOTE.

3. RESOLUTION NO. 247-072023: Authorize the Purchase of 1021 Green Acres Lane, Neenah, Wisconsin for \$240,000 Plus an Additional \$100,000 for Renovation Costs with Either a Transfer from the Unassigned General Fund Balance or an Advance the General Fund to be Reimbursed with a Subsequent Bond Issue

WHEREAS, the property at 1021 Green Acres Lane, Neenah, WI 54956 is currently owned by Winnebago County Housing Authority and is being operated as Silvercrest Group home for Winnebago County youth; and

WHEREAS, the Department of Human Services(DHS) is required to locate appropriate group home placements, when court ordered, based on Wisconsin State Statutes 938.34 and 48.345; and

WHEREAS, it is best for children and youth to remain in their community whenever possible; and

WHEREAS, the Winnebago County Housing Authority has given DHS a lease through the end of 2023 and is selling the building; and

WHEREAS, our current contracted provider and other potential contracted providers are unable to locate a different licensable facility; and

WHEREAS, Winnebago County is being given a right of first refusal to purchase the property; and

WHEREAS, DHS has entered into informal negotiations with Winnebago County Housing Authority for a possible purchase of the building; and

WHEREAS, this property is a 4348 square foot, 8-bed facility with a three-car garage. The building has had many updates over the past fifteen years including a kitchen remodel, replacement siding and windows, roof and routine physical plant maintenance; and

WHEREAS, Winnebago County Housing Authority has informally agreed to sell the building for \$240,000. Winnebago County estimates about \$100,000 in repairs to renovate and bring the building up to code as a public building; and

WHEREAS, the financial payback on the purchase of this 4348 square foot building is expected to take 18 years based on a projection of costs associated with equivalent rent and other maintenance compared to what Winnebago County has been paying in rent.

NOW, THEREFORE, BE IT RESOLVED by the Winnebago County Board of Supervisor that it hereby authorizes the purchase 1021 Green Acres Lane, Neenah, Wisconsin for \$240,000 plus an additional \$100,000 for renovation costs with a transfer from the unassigned general fund balance or an advance the General Fund to be later reimbursed with a subsequent bond issue.

Submitted by:
HUMAN SERVICES BOARD
FACILITIES & PROPERTY MANAGEMENT COMMITTEE
PERSONNEL & FINANCE COMMITTEE

Motion by Supervisor Powers, seconded by Supervisor Dowling, to adopt. CARRIED BY VOICE VOTE.

4. RESOLUTION NO. 248-072023: Approval of Accepting an Energy Efficiency and Conservation Block Grant (EECBG) in the Amount of \$78,580 and Applying the Funds to the Facilities Budget for the Purpose of Replacing Energy Inefficient Equipment and Lighting

WHEREAS, the Department of Energy has created the Energy Efficiency and Conservation Block Grant to assist counties to reduce energy consumption; and

WHEREAS, these funds have been allocated to counties based on a noncompetitive formula; and

WHEREAS, Winnebago County was allocated an amount of \$78,580 to be used for energy efficiency projects; and

WHEREAS, the Facilities Department expends between \$580,000 and \$650,000 on an annual basis for electricity; and

WHEREAS, these grant funds will allow the Facilities Department to expedite the replacement of inefficient lighting; and

WHEREAS, these improvements will reduce the expenditure for energy; and

WHEREAS, these funds will be provided for expenditure in 2024.

NOW, THEREFORE, BE IT RESOLVED by the Winnebago County Board of Supervisors that it authorizes the acceptance of the Energy Efficiency and Conservation Block Grant funds and applying the funds to the Facilities Department 2024 Budget to install energy efficient lighting and equipment.

Submitted by:
FACILITIES & PROPERTY MANAGEMENT COMMITTEE
PERSONNEL & FINANCE COMMITTEE

Motion by Supervisor Buck, seconded by Supervisor Gustafson, to adopt. CARRIED BY VOICE VOTE.

5. RESOLUTION NO. 249-072023: Adopting Revisions to the Winnebago County Merit Pay Plan

WHEREAS, the Winnebago County Merit Pay Plan was adopted by the County Board in May 2015, and revised in December 2017 and again in August 2020, and has been used as the primary vehicle for determining pay increases for regular employees of Winnebago County since 2016; and

WHEREAS, our experience with the Merit Pay Plan has revealed some problems with the plan, including that the plan is difficult to explain and not understood well, that merit increases have not always been sufficient to enable employees to progress toward the top of their pay ranges, that it requires evaluators to "split hairs" between different levels of performance, and that the system is complex to administrate and to apply; and

WHEREAS, the compensation consultant retained by the County agreed with these concerns, and in particular recommended that the County consider some form of across-the-board increases separate from merit pay; and

WHEREAS, a system which provides for across-the-board pay increases equal to the percentage amounts by which the control points, minimums, and maximums of the Compensation Schedule are adjusted, while retaining a merit pay component which will allow each employee to either earn or fail to earn a standard percentage merit pay increase each year based on established criteria, will address the concerns which have been identified;

NOW, THEREFORE, BE IT RESOLVED by the Winnebago County Board of Supervisor that it hereby adopts the revisions to the Winnebago County Merit Pay Plan as shown on the attached document.

Submitted by:
PERSONNEL & FINANCE COMMITTEE

Motion by Supervisor Cox, seconded by Supervisor Dowling, to adopt. CARRIED BY VOICE VOTE.
ABSTAIN: 1 – EISEN.

N. ADJOURN

Motion by Supervisor Albrecht, seconded by Supervisor Zellmer, to adjourn until the Board's next meeting on Tuesday, August 15, 2023, at 6:00 p.m. The meeting was adjourned at 7:22 p.m.

Submitted by:
Cassie J. Smith-Gregor
Winnebago County Deputy Clerk

State of Wisconsin)
County of Winnebago) ss

I, Cassie J. Smith-Gregor do hereby certify that the foregoing is a true and correct copy of the Journal of the Winnebago County Board of Supervisors for their regular meeting held July 18, 2023.

Cassie J. Smith-Gregor
Winnebago County Deputy Clerk