

**Oneida County Board of Supervisors  
Regular Meeting September 22<sup>nd</sup>  
2009**

Vice Chairman Greb called the meeting to order at 9:30 a.m. in the County Board Meeting Room at the Oneida County Courthouse. There was a brief moment of silence, followed by the Pledge of Allegiance.

Members present: Supervisors Gary Baier, Ted Cushing, Paul Dean, Franklin H. Greb, Larry Greschner, John Hoffman, Scott Holewinski, Jack Martinson, Matt Matteson, David O'Melia, Sonny Paszak, Wilbur Petroskey, Tom Rudolph, Jim Sharon, Denny Thompson, Charles Wickman, Peter Wolk and John R. Young.

**Supervisors excused:** Patricia L. Peters, Andrew Smith and Romelle Vandervest.

**Others present:** Robert Bruso, County Clerk, Mary Bartelt, Deputy County Clerk, Brian Desmond, Corporation Counsel and John Potters, County Coordinator.

Vice Chairman Greb reminded Supervisors to use their microphones when addressing the floor and those addressing the Board to sign the attendance form at the podium. Supervisor Rudolph presented to Supervisor Greb a plaque from the Board of Directors of the Oneida County Economic Development Corporation, for his support of economic growth, creation of new employment opportunities throughout Oneida County and service to the Oneida County Development Corporation.

**Motion/second Hoffman/Petroskey** to accept the minutes of the August 18<sup>th</sup> 2009 regular meeting.

**Motion/second Greschner/Baier** to amend the August 18<sup>th</sup> 2009 minutes and add in paragraph two the names, Gary Baier, Larry Greschner and Romelle Vandervest. All "aye" on voice vote.

**Motion/second Cushing/Wickman** to approve the minutes as amended. All "aye" on voice vote.

## **Reports**

### Comprehensive Plan Committee Report

Supervisor Greschner reported that the County Comprehensive Plan Committee is anticipating receiving \$40,000.00 from the North Central Wisconsin Regional Planning Commission (NCWRPC) due to the fact that NCWRPC will only be working with eight townships instead of eleven townships. Towns of Little Rice, Nokomis and Sugar Camp are working on their own plans. Supervisor Greschner also stated that there was a Comprehensive Plan Workshop at the Rhinelander City Hall at which time both Supervisor Greshner and Karl Jennrich, Zoning Director, were told that there was \$2 million in State funds available to obtain by grant application for the development and adoption of Comprehensive Plans in 2010. Monies will be available next June.

Mr. Jennrich stated that Oneida County may be eligible for \$60,000.00 (\$30,000.00 dollars of County share and the other \$30,000.00 by the Department of Administration). The downsize to this is that the County Comprehensive Plan Committee would have to cease there planning operation meetings until the County receives the grant and that isn't a guarantee. The County Comprehensive Plan Committee will continue discussing this issue.

### Final Fair Update – Dan Kuzlik

At the 2008 Oneida County Fair only 2,300 people attended and the 2009 Oneida County Fair had approximately 13,000 people in attendance. In addition to the \$15,000.00 given by Oneida County for the fair, \$3,300.00 was carried over from the 2008 Fair, money earned for charging vendors was \$17,942.00 and \$6,875 was received in donations. Expenses came to \$31,200.00. The final balance at this time for the Oneida County Fair is \$12,380.00 in the black.

Mr. Kuzlik stated that the planning for the 2010 fair is underway at this time, but that the dates of the fair might change.

## **Presentations**

### Creating a Complete Count Committee – Supervisor Wickman

Supervisor Wickman stated that the purpose of this information is to encourage participation and cooperation with the coming census. Initial canvassing has already taken place. A Complete Count Committee has been encouraged by the Census Bureau and is actually taking place across the state. The whole point is to inform residents about the census. Residents would be more likely to respond to the Census questionnaire if they had a better understanding of the census process. The Census is extremely important because it determines the size of

all the political districts, federal, state and county. Whether we downsize or not we still would be subject to redistricting. If the County would downsize, a Complete Count Committee would be necessary. The whole point of this is to encourage volunteers to participate, including volunteering to be on a Complete Count Committee. Supervisor Wickman encourages all residents to participate.

**Unfinished Business** - NONE

**Considerations of resolutions & ordinances**

**Postponed Resolution #71-2009** – offered by Supervisors of the Land and Water Conservation and Labor Relations and Employee Committees regarding adding the duties of AIS Coordinator to the Conservation Specialist position. (Replaced by Res. #85-2009)

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the Aquatic Invasive Species (AIS) coordinator is vacant

**WHEREAS**, the Land and Water Conservation Committee and the Labor Relations and Employee Services Committee did review the vacant position and have determined that the Land and Water Conservation Department and specifically the positions of the AIS Coordinator, the County Conservationist and the Conservation Specialist primary duties and responsibilities are promoting the stewardship of natural resources by providing leadership, education, technical and financial assistance to the citizens of the county. This assistance helps individuals wisely use, conserve, consistently improve, and perpetually sustain our natural resources and physical environment.

**WHEREAS**, the consolidation of the Oneida County Agricultural and Extension Department with the Land and Water Conservation Department will leverage resources of the University of Wisconsin system in order to best educate the residents of Oneida County especially in regard to Aquatic Invasive Species prevention, management, and control.

**NOW, THEREFORE, BE IT RESOLVED**, by the Oneida County Board of Supervisors that effective August 19<sup>th</sup>, 2009, the positions of AIS Coordinator, County Conservationist and Conservation Specialist and all clerical staff currently under the jurisdiction of the Land and Water Conservation Department along with all duties and responsibilities, shall be under the jurisdiction of the Oneida County Agricultural and Extension Education Department. The department will henceforth be called Oneida County Agricultural and Extension Education/Land and Water Conservation Department.

**BE IT FUTHER RESOLVED**, by the Oneida County Board of Supervisors that effective August 19<sup>th</sup>, 2009 the duties and responsibilities of AIS Coordinator position be added to the Conservation Specialist on an interim basis until this AIS position is reevaluated by the committee of Jurisdiction and the Labor Relations and Employee Services Committee or until the six (6) month vacancy review has expired.

An estimated fiscal Impact statement is attached hereto and made a part hereof.

Approved by the Labor Relations and Employee Services Committee and the Land and Water Conservation Committee this 24th day of June 2009.

Offered and passage moved by Supervisors John R. Young, Ted Cushing, Charles Wickman, Wilbur Petroskey, Thomas D. Rudolph, Matt Matteson and Rod Kuczmariski.

**Motion/second Rudolph/Hoffman** to table Postponed Resolution #71-2009 indefinitely with Resolution #85-2009 replacing Postponed Resolution #71-2009.

**Roll call: 18 ayes 0 nay 3 absent (Peters, Smith and Vandervest)**

**Resolution #76-2009** – offered by Supervisors of the Land Records Committee regarding a Quit Claim Deed for Parcel Identification Number: MI 2129-11 – Town of Minocqua.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the parcel identified below have been offered for public sale pursuant to the procedures in Chapter 18 of the General Code of Oneida County, WI; and,

**WHEREAS**, the Land Records Committee has determined it would be in the best interest of Oneida County to convey the parcel by quit claim deed to the successful bidder listed below.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Supervisors of Oneida County hereby approve the sale of the parcel listed below to the successful bidder on the terms listed below; and,

**BE IT FURTHER RESOLVED**, that the County Treasurer is authorized and instructed to assign to the successful bidder, at the time of issuance of the quit claim deed, all county certificates on the property sold; and,

**BE IT FURTHER RESOLVED**, that upon receipt of the bid amount and recording fees from the successful bidder, listed below, the County Clerk is authorized to sign and place the county seal upon a quit claim deed for the following parcel:

**Parcel Identification Number: MI 2129-11. Town of Minocqua.**

A parcel of land in the SW 1/4 of the NW 1/4 of Section 8, Township 39 North, Range 6 East, described as follows:

Commencing at the Southwest corner of the SW 1/4 of the NW 1/4 a one-quarter corner, marked by an iron pipe, witnessed by a 22" Norway Pine bearing N. 75° E, 20.4 feet and a 16" White Pine bearing S. 27° W., 210.3 feet; thence N. 89° 40' E., 655.7 feet along the south line of the SW 1/4 of the NW 1/4 to an iron pipe; thence N. 2° 03' W., 400.0 feet to an iron pipe; thence N. 89° 40' E., 215.0 feet to the place of beginning, marked by an iron pipe. Thence continuing N. 89° 40' E., 178.3 feet to an iron pipe; thence continuing N. 89° 40' E., 55 feet to the shore of Curtis Lake; thence Northerly and Westerly 305 feet along the lake to an iron pipe 18 feet from the shore; thence S. 0° 42' E., 131.2 feet to the place of beginning.

Including all the land that lies between the lake shore base line and the water's edge.

Together with an easement in common with others for ingress and egress to the Town road over the existing 20' road easement.

Being in Oneida County, Wisconsin

Successful Bidder: Shane Staudenmaier  
W5270 Elm LN  
Peshtigo WI 54157

Bid amount: \$72,501.00 plus recording fee.

Approved by the Land Records Committee this 9th day of September 2009.

Offered and passage moved by Supervisors Gary Baier, David O'Melia, Denny Thompson, Frank H. Greb and Peter Wolk.

**Motion/second Greschner/O'Melia** to waive the reading of Resolution #76-2009. All "aye" on voice vote.

**Roll call: 18 ayes 0 nay 3 absent (Peters, Smith, Vandervest)**

**Resolution #77-2009** – offered by Supervisors of the Land Records Committee regarding restriction release and a Quit Claim Deed for George M. and June B. Fredrickson.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, on May 8, 1946 Oneida County sold a parcel located in the SW ¼ - SW ¼ Section 12, Township 36 North, Range 9 East, Town of Pelican, as recorded in Volume 58 of Deeds Page 386, Document # 126295; and

**WHEREAS**, in selling this parcel Oneida County placed a restriction on the parcel that it shall not be used for residential purposes; and

**WHEREAS**, by Resolution #44-2002, Oneida County released the restriction on that part of the parcel that lies south and west of the southwest line of the utility line right-of-way crossing the parcel; and

**WHEREAS**, George M Fredrickson and June B Fredrickson are currently owners of the portion of the parcel that lies north and east of the southwest right-of-way line of said utility line and they desire to have this restriction removed.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Supervisors of Oneida County hereby approves the release of the above described residency restriction and authorize and direct the County Clerk, upon receipt of \$11.00 recording fee to issue a quit claim deed to George M Fredrickson and June B Fredrickson, their heirs and assigns forever the following: That portion of the SW ¼ - SW ¼ Section 12, Township 36 North, Range 9 East, which lies north and east of the southwest right-of-way line of the utility right-of-way line easement described in Volume 270 Page 251 which now crosses the said SW ¼ - SW ¼, with the sole purpose of this conveyance being to remove the residency restriction to this portion of the SW ¼ - SW ¼ that was applied by the County in the conveyance recorded in Volume 58 of Deeds Page 386, Document # 126295.

Approved by the Land Records Committee this 9th day of September 2009.

Offered and passage moved by Supervisors Gary Baier, David O'Melia, Denny Thompson, Frank H. Greb and Peter Wolk.

**Motion/second Cushing/Petroskey** to waive the reading of Resolution #77-2009. All "aye" on voice vote.

**Roll call: 18 ayes 0 nay 3 absent (Peters, Smith, Vandervest)**

**Resolution #78-2009** - offered by Supervisors of the Land Records Committee regarding a Quit Claim Deed for Parcel Identification Number: NE 358-7 – Town of Newbold.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the parcel identified below have been offered for public sale pursuant to the procedures in Chapter 18 of the General Code of Oneida County, WI; and,

**WHEREAS**, the Land Records Committee has determined it would be in the best interest of Oneida County to convey the parcel by quit claim deed to the successful bidder listed below.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Supervisors of Oneida County hereby approve the sale of the parcel listed below to the successful bidder on the terms listed below; and,

**BE IT FURTHER RESOLVED**, that the County Treasurer is authorized and instructed to assign to the successful bidder, at the time of issuance of the quit claim deed, all county certificates on the property sold; and,

**BE IT FURTHER RESOLVED**, that upon receipt of the bid amount and recording fees from the successful bidder, listed below, the County Clerk is authorized to sign and place the county seal upon a quit claim deed for the following parcel:

**Parcel Identification Number:** NE 358-7. Town of Newbold.

Lot 40 of Section 33, Township 37 North, Range 8 East, being a part of the Government Subdivision of Government Lot 11, Section 33, Township 37 North, Range 8 East, according to the Government Plat thereof. Subject to and including any easements, restrictions reservations or right of way of record.

Successful Bidder: Charles R Frihart and Anne R Frihart, Husband and Wife.  
8179 Ballweg RD  
Dane WI 53529

Bid amount: \$9,700.00 plus recording fee.

Approved by the Land Records Committee this 9th day of September 2009.

Offered and passage moved by Supervisors Gary Baier, David O'Melia, Denny Thompson, Frank H. Greb and Peter Wolk.

**Motion/second Cushing/Greschner** to waive the reading of Resolution #78-2009. All "aye" on voice vote.

**Roll call: 18 ayes 0 nay 3 absent (Peters, Smith, Vandervest)**

**Resolution #79-2009**— offered by Supervisors of the Law Enforcement and Judiciary Committees regarding permit fee increases for cremations and disinterments.

Resolved by the Board of Supervisors of Oneida County, Wisconsin:

**WHEREAS**, the Medical Examiner has recommended and the Committee concurs that, effective January 1, 2010, permit fees for cremations and disinterments be increased from \$100.00 to \$125.00; and

**WHEREAS**, the Oneida County Board of Supervisors is in agreement with such recommendation; and

**WHEREAS**, the appropriate funeral home is to be billed by the Medical Examiner's Office on a monthly basis for each cremation or disinterment permit executed by the Medical Examiner's Office in their behalf.

**NOW, THEREFORE, BE IT RESOLVED**, that effective January 1, 2010 the permit fees for cremations and disinterments shall be increased from \$100.00 to \$125.00.

**BE IT FURTHER RESOLVED** the appropriate funeral home is to be billed by the Medical Examiner's Office on a monthly basis for each cremation or disinterment permit executed by the Medical Examiner's Office in their behalf.

Approved by the Law Enforcement & Judiciary Committee this 2<sup>nd</sup> day of September 2009.

Offered and passage moved by Supervisors David O'Melia, Ted Cushing, Peter Wolk, John R. Young and Paul Dean.

**Roll call: 18 ayes 0 nay 3 absent (Peters, Smith, Vandervest)**

**Resolution #80-2009** – offered by Supervisors of the Emergency Management Committee regarding County-wide Ambulance Service rate increases.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, pursuant to the Ambulance Service Agreement between the County and the two hospitals located in the County, the hospitals make certain charges for services to individuals transported on ambulance emergency calls in order to cover a reasonable portion of the actual costs of service with the balance of such costs being paid by subsidies from the County to the hospitals, and

**WHEREAS**, the Emergency Management Committee has continuously monitored the overall costs of the County-wide ambulance service and, due to the fact that expenditures for such service have increased, it is recommended that the base charge to individuals for emergency Basic Life Support (BLS) calls be increased from \$537.00 per person to \$570.00 per person; the Advanced Life Support I (ALS I) calls be increased from \$652.00 per person to \$692.00 per person; the Advanced Life Support II (ALS II) calls be increased from \$752.00 per person to \$798.00 per person, the loaded mileage rate be increased from \$9.49 per loaded mile to \$10.06 per loaded mile per person for the first 17 miles and then \$8.35 per loaded mile per person for each additional mile.

**NOW, THEREFORE, BE IT RESOLVED:** the hospitals are authorized to charge a Basic Life Support (BLS) rate of \$570.00 per person per emergency call effective January 1, 2010.

**BE IT FURTHER RESOLVED:** the hospitals are authorized to charge an Advanced Life Support I (ALS I) base rate of \$692.00 per person per emergency call for advanced life support services effective January 1, 2010.

**BE IT FURTHER RESOLVED:** the hospitals are authorized to charge an Advanced Life Support II (ALS II) base rate of \$798.00 per person per emergency call for advanced life support services effective January 1, 2010.

**BE IT FURTHER RESOLVED:** the hospitals are authorized to charge a loaded mile rate of \$10.06 per mile per person for the first 17 miles and a loaded mile rate of \$8.35 per mile per call for any additional miles.

Approved by the Emergency Management Committee this 26<sup>th</sup> day of August 2009.  
Offered and passage moved by Supervisors Larry Greschner, David O'Melia, Jack Martinson, Matt Matteson and Sonny Paszak.

**Roll call: 18 ayes 0 nay 3 absent (Peters, Smith, Vandervest)**

**Resolution #81-2009** – offered by Supervisor Peter Wolk regarding eliminating the County Coordinator position.  
**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the Oneida County Board of Supervisors adopted Resolution #52/2006 in July of 2006 thereby creating the position of County Coordinator, and

**WHEREAS**, it is the opinion of Supervisor Peter Wolk that the County Coordinator position is not in the best interest of the County, and

**WHEREAS**, Supervisor Wolk recommends elimination of the County Coordinator position.

**NOW, THEREFORE, BE IT RESOLVED**, the County Coordinator position shall be eliminated, effective January 1, 2010.

**BE IT FURTHER RESOLVED**, that by adoption of this resolution, it is directed that an ordinance amendment will be offered amending the Oneida County Code of Ordinances as it pertains to the County Coordinator position.

**BE IT FURTHER RESOLVED**, that certain duties formerly assigned to the County Coordinator position may be reassigned to other staff persons.

Offered and passage moved by Supervisor Peter Wolk. Seconded by Supervisor Jack Martinson.

**Roll call: 7 ayes (Greschner, Sharon, Holewinski, Martinson, Baier, Wolk, Greb (11 nay 3 absent (Peters, Smith, Vandervest) Resolution Fails.**

**Resolution #82-2009/OA #19-2008** – offered by Supervisors of the Planning and Zoning Committee amending the Oneida County Zoning District Boundary Map and the Oneida County Shoreland Protection Ordinance – Town of Crescent.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the Planning & Zoning Committee, having considered Petition 19-2008, (copy attached) which was filed October 29, 2008, to amend the Oneida County Zoning District Boundary Map and the Oneida County Shoreland Protection Ordinance, and having given notice thereof as provided by law and having held a public hearing thereon on September 2, 2009, pursuant to Section 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes which are as follows:

This request was filed to allow for placement of fill material into a shoreland wetland for construction of a roadway. Seven (7) areas totaling 8100 square feet are involved. The areas are depicted on a map supplied by Genisot and Associates and is included with this submittal.

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

The petitioners and neighboring landowners were provided with a public hearing notice of this request. No written objections were received and no one appeared at the public hearing in opposition to said request. The Wisconsin Department of Natural Resources has approved this request. The Wisconsin Department of Natural Resources has reviewed and approved the practical alternative analysis. The US Army Corp of Engineers has also approved this request. Copies of both approvals are included in this request.

**WHEREAS**, the Planning and Zoning Committee understood the necessity for placement of the fill to allow for road construction to conform to minimum standards to satisfy Crescent Town road specifications. The Planning and Zoning Committee realized the request disrupted the least amount of wetlands. The Planning and Zoning Committee unanimously affirmed that the standards for rezoning shoreland wetlands identified in Section 9.91(F) of the Oneida County Zoning and Shoreland Protection Ordinance were satisfied. Therefore the Planning and Zoning Committee urges passage of this request.

**NOW THEREFORE, BE IT RESOLVED**, that the Oneida County Board of Supervisors hereby accepts and approves Petition # 19-2008 and ordains as follows:

**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:** Ordinance Amendment #19-2008 is hereby adopted amending the Oneida County Zoning District Boundary Map by changing the zoning district classification from District #11 Shoreland Wetland to District #10 General Use on the property described as follows:

Part of Gov't Lots 1 & 5, Section 12, T36N, R8E. Said area consists of seven (7) areas consisting of 8100 square feet as depicted on Genisot and Associates Map #10436p

The County Clerk shall, within seven (7) days after adoption of Ordinance Amendment #19-2008 by the Oneida County Board of Supervisors, cause a certified copy thereof to be transmitted by mail to the Crescent Town Clerk and to the Department of Natural Resources. Ordinance Amendment #19-2008 shall become effective immediately upon passage and publication as provided by law.

Approved by the Planning and Zoning Committee this 2<sup>nd</sup> day of September, 2009.

Offered and passage moved by Supervisors Scott Holewinski, Charles Wickman, Frank H. Greb, Larry Greschner and Ted Cushing.

**Roll call: 18 ayes 0 nay 3 absent (Peters, Smith, Vandervest)**

**Resolution #83-2009** – offered by Supervisors of the Comprehensive Plan Oversight Committee adopting a Public Participation Plan for Oneida County.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, Oneida County is required to prepare and adopt a Comprehensive Plan as outlined in Wisconsin Statutes; and

**WHEREAS**, public participation is critical for the development of a sound plan; and

**WHEREAS**, it is necessary for Oneida County to approve a process to involve the public in the planning process; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Oneida County Board of Supervisors does approve and authorize the Public Participation Plan as attached.

**BE IT FURTHER RESOLVED**, that the Plan shall be implemented immediately upon passage and direct that the County Clerk shall distribute said plan to all twenty (20) Town Clerks and the City of Rhinelander Clerk within seven (7) days of passage.

**ONEIDA COUNTY**  
**Public Participation Plan 8/09**

**I. Background**

The County recognizes the need to engage the public in the planning process. This document sets forth the techniques the County will use to meet the goal of public participation. Therefore, this Public Participation Plan forms the basic framework for achieving an interactive dialogue between citizens, local decision makers, staff, and the NCWRPC.

The creation of the Public Participation Plan is a task required in meeting the requirements of Wisconsin's Comprehensive Planning Legislation (§66.1001 Wis. Stats.). As the planning process develops, it should be expected that deviations from the plan might occur.

**II. Objectives**

The following is a list of objectives for the Public Participation Plan:

- Notify residents, land owners, and other interested parties of the importance of participating in creating the Town Comprehensive Plan.
- Provide the public with opportunities to share their input with the County Plan Committee and the County Board.
- Allow public access to all Comprehensive Plan chapters and maps created throughout the planning process on a web page available on the Internet.
- Request input from residents and land owners to represent the broadest range of perspectives and interests in the community as possible.
- Solicit public comment through a variety of means (including a web page on the Internet), and in such a way that it may be carefully considered and incorporated into the comprehensive planning process.
- The process of public involvement shall strengthen the sense of community.

The goal will be to inform, consult and involve the public and the communities served during each phase of the planning process. Hopefully, this will help balance the issues related to private property rights.

### **III. Techniques**

The public participation plan for the County's comprehensive planning process will incorporate the following:

1. All meetings for the comprehensive planning process will be posted by the County, and will be open to the public, and include time for public comment.
2. NCWRPC will create and maintain a web page on the Internet for the Comprehensive Plan. The chapters and maps created will be posted to this web page throughout the planning process.
3. Comprehensive plan meeting handouts will be maintained by County Planning & Zoning, and available for review by the public at the Courthouse.
4. When the draft comprehensive plan is prepared, it will be available at the Courthouse, all libraries in Oneida County, and on the Comprehensive Plan web page.
5. NCWRPC will distribute the draft Comprehensive Plan to all surrounding communities after the Plan Committee adopts a resolution in favor of the County Comprehensive Plan.
6. The Oversight Committee and County Staff will provide regular reports to the County Board.
7. Three informational "Open House" Meetings will be held in the Spring 2010.
8. County Board will hold a public hearing on the Comprehensive Plan after the Plan Oversight Committee recommends adoption of the Comprehensive Plan.

**Roll call: 18 ayes 0 nay 3 absent (Peters, Smith, Vandervest)**

**Resolution #84-2009** – offered by Supervisors of the Land and Water Conservation Committee regarding the continuation of the AIS Coordinator position.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the Land and Water Conservation Committee has requested that the regular full-time Aquatic Invasive Species (AIS) Coordinator position, which was originally created and placed at grade level 11 on the Courthouse Association wage schedule as of January 3, 2007, be continued, and

**WHEREAS**, the original resolution (#86-2006) stated the Aquatic Invasive Species Coordinator position would be reevaluated after three years.

**WHEREAS**, non-native aquatic invasive species have become and continue to be a resource concern as there are 1,127 lakes in the county, some of which are already infested with aquatic invasive species, and

**WHEREAS**, the main duty of the position will be to coordinate a county-wide program to control and combat the further spread of non-native aquatic invasive species, and

**WHEREAS**, the AIS Coordinator will seek grant funds that are available from DNR or other grant sources for Aquatic Invasive Species education, prevention, and control, and

**WHEREAS**, the county needs to organize a strategic planning effort to identify prevention and control techniques for combating the spread of aquatic invasive species in the county, and

**WHEREAS**, the membership of the Oneida County Lakes and Rivers Association strongly supports the need for and creation of an AIS Coordinator, and

**WHEREAS**, the county needs to develop and implement a strategic plan on aquatic invasive species in cooperation with partner agencies, town governments, lake associations/districts, and other concerned citizens, and

**WHEREAS**, an information and education program must be developed to educate lake owners, users, government agencies and the general public on aquatic invasive species, and

**WHEREAS**, recreation and tourism dollars heavily contribute to the economy of the county and loss of quality fishable and swimmable lakes would affect not only our natural resources but also the economy, and

**NOW, THEREFORE, BE IT RESOLVED**, by the Oneida County Board of Supervisors that effective September 23, 2009 the full-time AIS Coordinator position shall be continued at grade level 11 on the Courthouse Association wage schedule.

A fiscal Impact Statement is attached hereto and made a part hereof.

Approved by the Land and Water Conservation Committee this 10th day of September 2009.

Offered and passage moved by Supervisors Thomas D. Rudolph, Gary Baier, Wilbur Petroskey and Matt Matteson.

<b>Aquatic Invasive Species Coordinator</b>	
<b>Grade 11, Step 1- Courthouse Union Contract</b>	
<b>2008 Wage Rates</b>	
	<b>Annual Cost</b>
Wages	32,397
Social Security	2,478
Retirement-er	1,782
Retirement-ee	1,910
Health Ins-Maximum 2009 Rates	19,061
Life Ins-Estimated	30
Workers Comp	826
Income Continuation Ins	83
	<u>58,567</u>

Revenue Source: Tax Levy	

**Roll call: 16 ayes 2 nay (Holewinski, Thompson) 3 absent (Peters, Smith, Vandervest)**

**Resolution #85-2009** – offered by Supervisors of the Land and Water Conservation and Labor Relations and Employee Services Committees regarding the consolidation of the Oneida County Agricultural and Extension Education Department and the Land and Water Conservation Department.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the Land and Water Conservation Committee and the Labor Relations and Employee Services Committee did review the AIS Coordinator position and have determined that the Land and Water Conservation Department and specifically the positions of the AIS Coordinator, the County Conservationist and the Conservation Specialist primary duties and responsibilities are promoting the stewardship of natural resources by providing leadership, education, technical and financial assistance to the citizens of the county. This assistance helps individuals wisely use, conserve, consistently improve, and perpetually sustain our natural resources and physical environment.

**WHEREAS**, the consolidation of the Oneida County Agricultural and Extension Department with the Land and Water Conservation Department will leverage resources of the University of Wisconsin system in order to best educate the residents of Oneida County especially in regard to Aquatic Invasive Species prevention, management, and control.

**NOW, THEREFORE, BE IT RESOLVED**, by the Oneida County Board of Supervisors that effective September 23, 2009, the positions of AIS Coordinator, County Conservationist and Conservation Specialist and all clerical staff currently under the jurisdiction of the Land and Water Conservation Department along with all duties and responsibilities, shall be under the jurisdiction of the Oneida County Agricultural and Extension Education Department. The department will henceforth be called Oneida County Agricultural and Extension Education/Land and Water Conservation Department.

Approved by the Labor Relations and Employee Services Committee and the Land and Water Conservation Committee this 10th day of September 2009.

Offered and passage moved by Supervisors Paul Dean, Charles Wickman, Thomas D. Rudolph, Wilbur Petroskey, Matt Matteson, John R. Young and Scott Holewinski.

**Roll call: 18 ayes 0 nay 3 absent (Peters, Smith, Vandervest)**

**Resolution #86-2009/General Code/OA** – offered by Supervisors of the Land & Water Conservation and Labor Relations and Employee Services Committees amending Section 1.02, Section 2.30, Section 2.44, Section 2.58 and Section 2.59 of the General Code of Oneida County.

**NOW, THEREFORE, THE ONEIDA COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS:**

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

Section 2. This ordinance shall take effect April 20, 2010. **Agricultural & Extension Education/Land Water Conservation Committees work under one agenda as a joint meeting with only one per diem.**

Section 3. If any claims, provisions or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of this ordinance shall not be affected thereby.

Section 4:

Section 1.02 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

Official	How Appointed	Term
Department on Aging Director	Commission on Aging subject to confirmation by County Board	Indefinite, §59.07(93), Stats.
Administrative Coordinator	County Board	Indefinite, §59.19, Stats.
Airport Manager	Rhinelander-Oneida County Airport Commission	Indefinite, §114.14(2), Stats.

Auditor/Finance Director	Finance Comm. subject to confirmation by County Board	Indefinite
Buildings and Grounds Manager	Buildings and Grounds Committee, subj. to conf. by County Board	Indefinite
Community Resource Development Agent	Agric. & Ext. Education/ <u>Land &amp; Water Conservation</u> Comm. & U.W. Ext. Coop.	Indefinite, §59.87(3), Stats.
<u>County</u> Conservationist	<u>Agricultural &amp; Ext Education/Land and Water Conservation</u> Comm. subject to confirmation by County Board	Indefinite
Corporation Counsel	County Board	Indefinite, §59.07(44), Stats.
County Coordinator	Labor Relations and Employee Services Comm. Subject to confirmation by County Board	Indefinite
Information Technology Services Director	Finance Comm., subj. to conf. by County Board	Indefinite
Emergency Management Director	County Board	Indefinite, §166.03(4), Stats.
Family Living Agent	Agric. & Ext. Education/ <u>Land &amp; Water Conservation</u> Comm. & U.W. Ext. Coop.	Indefinite, §59.87(3), Stats.
Forestry Administrator	Forestry & Outdoor Recreation Comm.	Indefinite, §28.11(3), Stats.
4H & Youth Agent	Agric. & Ext. Education/ <u>Land &amp; Water Conservation</u> Comm. & U.W. Ext. Coop.	Indefinite, §59.87(3), Stats.
Highway Commissioner	County Board	Indefinite §83.01(1), Stats.
Land Information Manager	Land Records Comm. subj. to conf. by County Board	Indefinite, §§59.12, 59.88(3), Stats.
Medical Examiner	Law Enforce. Comm. subj. to conf. by County Board	Indefinite, §59.34(1), Stats.
Planning & Zoning Administrator	Planning & Zoning Comm. subj. to conf. by County Board	Indefinite, §59.97(10)(b), Stats.
Public Health Director/Health Officer	Health & Social Services Comm. subj. to conf. by County Board	Indefinite, §141.05, Stats.
Social Services Director	Health & Social Services Comm. subj. to conf. by County Board	Indefinite, §46.22(2), Stats.
Solid Waste Director	Solid Waste Comm. subject to confirmation by County Board	Indefinite
Veterans Service Officer	County Board	Subject to §45.43(1)(a)(2), Stats.

Section 2.30 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

~~Land and Water Conservation~~ Agricultural and Extension Education/Land and Water Conservation. (Am. Res. #90-2004; #19-2008) The ~~Land and Water Conservation~~ Agricultural and Extension Education/Land and Water Conservation Committee shall consist of five members of the County Board and a designee of the USDA Farm Service Agency (FSA), and shall have such powers and duties as prescribed in Ch. 92, Wis. Stats., as amended from time to time.

Section 2.44 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

2.44 AGRICULTURE AND EXTENSION EDUCATION/LAND AND WATER CONSERVATION COMMITTEE

This Committee shall:

(1) Act as the County Agriculture and Extension Education/Land and Water Conservation Committee with such powers and duties as prescribed in Ch. 59.56(3), Wis. Stats., as amended from time to time.

Section 2.58 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

(1) DESIGNATION OF COMMITTEE OF JURISDICTION. (Am. #13-94; #37-94; #53-97; #29-2000; #31-2000; #03-2001) The elected officials and department heads of the County shall report to the following committees of jurisdiction and are encouraged to meet with such committees on a regular basis, and shall meet when specifically requested:

<u>Elective County Official</u>	<u>Committee of Jurisdiction</u>
Circuit Court Judges	Law Enforcement and Judiciary
Clerk of Circuit Court	Law Enforcement and Judiciary
County Clerk	Finance and Insurance
County Treasurer	Finance and Insurance
District Attorney	Law Enforcement and Judiciary
Register of Deeds	Land Records
Sheriff	Law Enforcement and Judiciary

<u>Appointed Official</u>	<u>Committee of Jurisdiction</u>
Administrative Coordinator	County Board
Aging Unit Director	Commission on Aging
Auditor/Finance Director	Finance and Insurance
Building and Grounds Manager	Building and Grounds
Corporation Counsel	Law Enforcement and Judiciary
Community Resource Development Agent	Agriculture and Extension Education/ <u>Land &amp; Water Conservation</u>
Emergency Management Director	Emergency Management
Family Court Commissioner	Law Enforcement and Judiciary
Family Financial Management Agent	Agriculture and Extension Education/ <u>Land &amp; Water Conservation</u>
Family Living Agent	Agriculture and Extension Education/ <u>Land &amp; Water Conservation</u>
Forestry Administrator	Forestry, Land, and Outdoor Recreation
4-H and Youth Agent	Agriculture and Extension Education/ <u>Land &amp; Water Conservation</u>
Highway Commissioner	Highway Committee
Highway Safety Coordinator	Traffic Safety Commission
Information Technology Services Director	Finance and Insurance
<del>Land</del> <u>County</u> Conservationist	<del>Land Conservation</del> Agriculture and Extension Education/ <u>Land &amp; Water Conservation</u>
Land Information Manager	Land Records
Maintenance Technician	Buildings and Grounds
Mailbox Library Director	Library Board
Medical Examiner	Law Enforcement and Judiciary
Labor Relations/Employee Services Director	Labor Relations/Employee Services
Planning and Zoning Administrator	Planning and Zoning
Public Health Director/Health Officer	Board of Health
Real Property Tax Lister	Land Records
Register in Probate	Law Enforcement and Judiciary
Solid Waste Administrator	Solid Waste
Social Services Director	Social Services
Veterans Service Officer	Veteran's Service Commission

Section 2.59 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

2.59 ONEIDA COUNTY FAIR. (Rep. & recr. #53-2004)

(1) An Exhibition and Education Subcommittee (Subcommittee) shall be established for the Agricultural and Extension Education/Land & Water Conservation Committee, which shall consist of the Chairperson of the Oneida County Agricultural and Extension Education/Land & Water Conservation Committee or the Chairperson's designee from the Committee, plus 9 additional citizen members preferably to be drawn from 4-H, Scouting, Camp Fire, public and/or private schools, and senior citizens.

(2) The committee of jurisdiction for the Subcommittee shall be the Agricultural and Extension Education Committee. The Agricultural and Extension Education/Land & Water Conservation Committee shall approve members of the subcommittee on an annual basis.

(3) The County Board shall designate the Subcommittee to plan, organize and carry out Junior, Open and Senior Citizens Division exhibitions and educational components of the Oneida County Fair.

(4) The Subcommittee shall submit their annual budget to the Agricultural and Extension Education/Land & Water Conservation Committee for review and approval per the Oneida County budgeting schedule. Thereafter, the budget shall be submitted for review and approval by the Finance and Insurance Committee and the County Board for the following year for the Oneida County Fair.

(5) Citizen members serving on the Subcommittee will not receive per diem or other compensation from the County.

(6) Insurance covering the Oneida County Fair, the Subcommittee and registered Fair volunteers will be included in the overall County insurance.

(7) The Subcommittee shall make an annual report to the County Board, and provide monthly activity and financial reports to the Agricultural and Extension Education/Land & Water Conservation Committee and Finance and Insurance Committee.

Approved by the Land and Water Conservation and Labor Relations and Employee Services Committees on September 10, 2009.

Offered and passage moved by Supervisors Thomas D. Rudolph, Wilbur Petroskey, Matt Matteson, John R. Young, Scott Holewinski, Paul Dean and Charles Wickman.

**Motion/second Rudolph/Matteson** to amend Appointed Officials, "Family Financial Management Agent", "Family Living Agent", "4H & Youth Agent", "County Conservationist" and insert the word "Conservation" after Land & Water. All "aye" on voice vote.

**Motion/second Holewinski/Greschner** to amend amended resolution at Line #13 and add "Agricultural & Extension Education/Land Water Conservation Committees work under one agenda as a joint meeting with only one per diem.

**Roll call to amend amended resolution: 14 aye 4 nay (Baier, Rudolph, Matteson, Sharon) 3 absent (Peters, Smith, Vandervest)**

**Roll call on Amended Resolution: 17 aye 1 nay (Baier) 3 absent (Peters, Smith, Vandervest)**

**Resolution #87-2009/General Code/OA** – offered by Supervisors of the Resolutions & Ordinances/Legislative Committee regarding updating the Oneida County General Code.

Resolved by the Board of Supervisors of Oneida County, Wisconsin:

**WHEREAS**, it is deemed expedient and necessary that the General Code of the County of Oneida, Wisconsin be brought up-to-date; and

**WHEREAS**, resolutions and ordinances adopted through May 19<sup>th</sup> 2009 and changes necessitated by changes in State law have been incorporated into the General Code by the Revisor, which has provided Oneida County with corrected printed revisions, pursuant to Statute 25.08 of the General Code of Oneida County, Wisconsin; and

**WHEREAS**, a copy of such amended General Code of Oneida County, Wisconsin, has been on file and open for public inspection in the office of the County clerk for not less than two weeks, as required by Statute 66.035, Wis. Stats., and notice thereof has been provided by publication on July 17<sup>th</sup> 2009 in the Rhinelander Daily News;

**NOW, THEREFORE, THE ONEIDA COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS:**

Section 1. The Code of Ordinances in book form entitled: General Code of Oneida County, Wisconsin, as amended through May 19<sup>th</sup> 2009 shall be and hereby is adopted as the general ordinances in and for the County of Oneida, Wisconsin.

Section 2. Any ordinance in conflict with this ordinance shall be and hereby is repealed as far as any conflict exists.

Section 3. This ordinance shall take effect the day after passage and publication as provided by law.

Approved by the Resolutions & Ordinances/Legislative Committee this 14<sup>th</sup> day of August, 2009.

Offered and passage moved by Supervisors Andrew P. Smith and John R. Young.

**Motion/second Cushing/Baier** to waive the reading of Resolution #87-2009. All "aye" on voice vote.

**Roll call: 18 aye 0 nay 3 absent (Peters, Smith, Vandervest)**

**Resolution #88-2009** – offered by Supervisors of the Labor Relations and Employee Services Committee regarding the Oneida County Courthouse Union contract.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the Labor Relations and Employee Services Committee (hereinafter, "Committee"), Attorney John Prentice, County Coordinator, Finance Director, Corporation Counsel and Employee Services Manager have met on several occasions with representatives of the Oneida County Courthouse Union employees bargaining unit represented by AFSCME, AFL - CIO (hereinafter, "Union"); and

**WHEREAS**, the Committee and the Union have reached a tentative agreement concerning the contract for calendar years 2009, 2010 and 2011; and

**WHEREAS**, the principal changes, modifications and improvements to the contract, set forth below, have been recommended by the Committee; and

**WHEREAS**, the Oneida County Board of Supervisors have reviewed the proposed changes for the purposes of ratification of the agreement between the Committee and the Union.

**NOW, THEREFORE, BE IT RESOLVED**, that the Oneida County Board of Supervisors does hereby ratify and approve the contract agreement referred to above for calendar years 2009, 2010 and 2011 as negotiated between the Committee and the Union.

**BE IT FURTHER RESOLVED**, The Union's contract for the years of 2009, 2010, and 2011 shall incorporate the following principal changes, modifications and improvements:

Courthouse Union wage schedule shall increase each year by 2.0% across the board and 1% each year for concessions made on the Retiree Health Insurance benefit, effective December 27, 2008, December 26, 2009, and December 25, 2010 respectively.

The County agrees not to implement any furlough days in 2010 and 2011.

Article 1- Recognition: Section B: (new) Agreements: Agreements reached by the parties to this Agreement shall become effective only when signed by the President and Secretary of Local 79B and authorized representative of the Employer.

Section C: Health Benefits at Retirement: An employee shall qualify for health benefits at retirement under one of the following conditions.

1. An employee who is hired before January 1, 2010, and retires with a minimum of twenty (20) years of continuous service with Oneida County, at age 55 or older, and who begins receiving an immediate annuity under the Wisconsin Retirement System (WRS), shall be allowed to continue under the group hospital and surgical insurance plan up to the minimum age at which Medicare begins. The County agrees to pay the single plan rate for employees hired before January 1, 2010, with at least twenty (20) years continuous service and the single plan rate, plus seventy-five dollars (\$75) to be applied to the health plan premium cost of a single plus one or family plan, for employees with at least twenty-five (25) years of continuous service. Employee with twenty (20) years of continuous service and eligible to retire on or before December 31, 2010, for up to ten (10) years; for employees with at least twenty (20) years of continuous service and eligible to retire on or before December 31, 2011, for up to nine (9) years; for employees with at least twenty (20) years of continuous service and eligible to retire on or before December 31, 2012, for up to eight (8) years; for employees with at least twenty (20) years of continuous service and eligible to retire on or before December 31, 2013, and thereafter, for up to seven (7) years. ~~The employee shall have the option of carrying any plan coverage above and beyond the single plan,~~

~~provided the employee pays the difference between the County's contribution and the cost of the selected plan coverage~~

2. An employee who retires from Oneida County under the following conditions;
  - A. Between the age of 55 and eligible to participate in the Federal Medicare program, and
  - B. With less than 20 years of continuous service to Oneida County, and
  - C. Is receiving an annuity from the Wisconsin Retirement System, shall be allowed to continue under Oneida County's group hospital and surgical insurance plan up to the date that they are first eligible to participate in the Federal Medicare program, provided he/she pays the entire premium for such plan to the County each month.

The County agrees to contribute to the health reimbursement account of each eligible retiree as follows:

Two Thousand Dollars (\$2000) to employees retiring in 2011;

Four Thousand Dollars (\$4000) to employees retiring in 2012;

Six Thousand Dollars (\$6000) to employees retiring in 2013;

Eight Thousand Dollars (\$8000) to employees retiring in 2014;

Ten Thousand Dollars (\$10,000) to employees retiring in 2015; and.

Twelve Thousand Dollars (\$12,000) to employees retiring in 2016;

Article 9 (Insurance – Retirement) is amended to reflect:

Effective December 31, 2009, increase health insurance deductible(s) to: \$1000 (single plan), \$1500 (single + one plan) and \$2000 (family plan).

On December 31, 2009, establish a Health Reimbursement Account (HRA) for each employee as follows:

- a) HRA monies will be allotted for each employee participating in the health insurance plan at Oneida County annually for the term of union contracts of \$750 (single plan) \$1000 (single + one plan) and \$1500 (family plan).
- b) For full-time employees, the County will fully fund the County's share of the deductible in the employee's HRA account. The County share of the deductible for part-time employees shall be prorated. HRA monies will carry over to the new contract year with no maximum cap.
- c) Active employees, ~~retirees, and those on COBRA~~ who are covered by the Oneida County Health Plan will have access to all monies allotted to them for deductibles as allowed by the plan. Co-pays (e.g., office visits and prescription drugs) and coinsurance (employees' share of 10% of next \$2000) are excluded. However, these monies may be submitted to the employees Section 125 plan on a pretax basis.
- d) Employee deductible is paid first; employer contribution to the deductible is paid after employee deductible has been satisfied.
- e) Employees will be vested with full portability rights after five (5) years of continuous eligible employment with Oneida County.
- f) Employees eligible for Retiree Health Insurance coverage as of December 31, 2009, will be offered the same coverage that is offered to other retirees as of the date of retirement.
- g) An employee eligible for Retiree Health Insurance coverage as of December 31, 2009, upon actual retirement, has the option of the plan currently offered to other current retirees or the HRA plan. If the non-HRA plan is chosen the balance of the HRA will be forfeited. Any incurred deductibles for the year of retirement under the HRA will be credited to the Retiree plan.
- h) Upon separation of employment from Oneida County, there will be no HRA monies deposited into the

employee's account in subsequent years. Employees with five or more years of consecutive employment with Oneida County at the time employment separation occurs will be eligible to utilize the post employment benefit portion of the HRA plan as follows:

- i. Employee termination/resignation – no cash pay out of accumulated HRA monies. The former employee, spouse, and dependents can only use for eligible medical claims and health insurance premium under COBRA upon termination/ resignation. Any administrative fees of the HRA program would be the responsibility of the former employee upon termination/ resignation.
- ii. Employee retirement – no cash pay out of accumulated HRA monies. Retiree can use for eligible medical claims and health insurance premiums upon retirement. Any administrative fees of the HRA program would be the responsibility of the retiree upon retirement.
- iii. Death of employee – no cash pay out of accumulated HRA monies. HRA monies can be used to pay for the deceased employee's medical bills, eligible spouse and dependent medical bills, or future medical premiums under COBRA. Any administrative fees of the HRA program would be the responsibility of family upon the employee's death.
- iv. Death of single employee with no dependents – no cash pay out of accumulated HRA monies. HRA monies can be used by the estate to pay for the deceased employee's medical bills incurred before the death.

Article 9 (Insurance – Retirement):Section G (New): The County shall sponsor and provide to employees optional supplemental life, vision, and dental insurance programs with the employee paying 100% of the premiums through payroll deductions. \*(Specific terms of each optional plan developed by a committee composed of one representative from each participating union group.)

Article 11 (Work Day – Work Week):Section B (New):The noon lunch hour for employees shall begin between the hours of 11:00 am and 1:30 pm; however, these hours may be modified to meet program needs if mutually agreeable. An employee may choose to take half hour lunch periods scheduled with the approval of the employee's supervisor. Employees may start work as early as 7:00 am and/or remain until 5:30 pm Monday through Friday. Employees with at least one year of service within the department, at their option, may work an alternate schedule providing the office has sufficient coverage at all times. All schedules, including lunch and break periods must be approved by the employee's department head at least one week prior in which the schedule goes into effect. The department head retains the right to determine and schedule employees' work hours as he or she deems appropriate, based on the reasonable needs of the department.

Article 20 – Miscellaneous Provisions: Section F: Clothing Allowance: The County shall reimburse the Landfill System Technicians, Forestry Maintenance Technicians, Forestry Workers and Maintenance Technicians up to \$150.00 \$250.00 per calendar year for the purchase of the following items: Steel toed work boots, Steel toed insulated winter work boots (Iceman Type), Insulated coveralls or insulated bibs, and jacket, and snowmobile bibs and jacket. The above items shall not be worn for personal use. These items shall be kept at the Work Site at all times. A receipt is required prior to any reimbursement.

Article 23 (Duration), Section B, is amended to read: Section B: Termination. This Agreement shall remain in effect beginning ~~January 3, 2009~~December 27, 2008 through ~~December 31, 2011~~2008. At the end of this contract either party may terminate this Agreement provided written notice is given to the other party prior to July 1, ~~2011~~ 2010 2006. Parties mutually agree that future contracts shall end at midnight of the last day of the pay period closest to January 1 of the year in which the contract is to expire.

Section C: Changes. Either party desiring to open, alter, amend, or otherwise change this Agreement shall serve written notice upon the other party no later than July 1<sup>st</sup> of the year in which the Agreement expires. Following such a written notice, the parties shall schedule a meeting for exchange of initial bargaining proposals no later than September 15<sup>th</sup> of the year in which the Agreement expires. Said meeting shall be open to the public in accordance with Wisconsin State Statutes chapter 111.70(4)cm.

A fiscal impact statement is attached hereto and made a part hereof.  
 Offered and passage moved by Supervisors John R. Young, Paul Dean and Charles Wickman.

**ONEIDA COUNTY  
 FISCAL IMPACT  
 COUNTY COURTHOUSE UNION**

<b>WAGES AND FRINGE BENEFITS</b>	<b>2009 Annual Increase 3.00%</b>	<b>2010 Annual Increase 3.00%</b>	<b>2011 Annual Increase 3.00%</b>
Wages	95,014	97,864	100,800
Social Security	7,307	7,526	7,752
Retirement-er Share	5,247	5,676	5,846
Retirement-ee Share	5,628	6,068	6,250
Income Continuation Ins	241	248	255
Workers Comp	<u>738</u>	<u>760</u>	<u>783</u>
	114,175	118,142	121,686
Clothing Allowance Increase	1,200		
Less: Wages paid by fees and state aids	(9,317)	(9,597)	(9,884)
Less: Clothing Allowance paid by fees Contingency Fund-'09/Tax Levy-'10 & '11	(200)		
	105,858	108,545	111,802

**RETIREE HEALTH**

Eligible for Retiree Health Coverage	Contribution	# of Employees Eligible
Year Eligible		
2010	0	8
2011	2,000	3
2012	4,000	4
2013	6,000	0
2014	8,000	1
2015	10,000	3
2016	12,000	<u>2</u>
		21

Maximum contribution to HRA in 2016 12,000

Maximum potential contribution 252,000

Revenue Source: Health Insurance Trust Fund

Maximum potential contribution will not

**Be reached due to:**

Employees choice of when to retire, not necessarily 2016

Contribution amounts are less than \$12,000 for persons retiring in 2011-2015

Each year an employee postpones retiree health coverage is \$8,300 less in retiree health costs

Employees eligible to retire in 2010-2009 can choose the high deductible HRA plan with the contribution or the low deductible plan without the contribution

**Motion/second Greschner/Martinson** to waive the reading of Resolution #88-2009. All "aye" on voice vote.

**Motion/second Young/Cushing** to amend Resolution #88-2009 where all highlighted areas are.

**Roll call as amended: 17 aye 0 nay 1 abstain (Wolk) 3 absent (Peters, Smith, Vandervest)**

**Resolution #89-2009** – offered by Supervisors of the Labor Relations and Employee Services Committee regarding the Oneida County Highway Union contract.

**Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

**WHEREAS**, the Labor Relations and Employee Services Committee (hereinafter, "Committee"), Attorney John Prentice, County Coordinator, Finance Director, Corporation Counsel and Employee Services Manager have met on several occasions with representatives of the Oneida County Highway Union employees bargaining unit represented by AFSCME, AFL - CIO (hereinafter, "Union"); and

**WHEREAS**, the Committee and the Union have reached a tentative agreement concerning the contract for calendar years 2009, 2010 and 2011; and

**WHEREAS**, the principal changes, modifications and improvements to the contract, set forth below, have been recommended by the Committee; and

**WHEREAS**, the Oneida County Board of Supervisors have reviewed the proposed changes for the purposes of ratification of the agreement between the Committee and the Union.

**NOW, THEREFORE, BE IT RESOLVED**, that the Oneida County Board of Supervisors does hereby ratify and approve the contract agreement referred to above for calendar years 2009, 2010 and 2011 as negotiated between the Committee and the Union.

**BE IT FURTHER RESOLVED**, The Union's contract for the years of 2009, 2010, and 2011 shall incorporate the following principal changes, modifications and improvements:

**Highway Union wage schedule shall increase each year by 2.0% across the board and 1% each year for concessions made on the Retiree Health Insurance benefit, effective December 27, 2008, calculated and added as cents per hour (.557), December 26, 2009, and December 25, 2010 calculated and added as cents per hour (.591)**

- **Article 9 – Insurance- Retirement: Retiree Health Insurance:** ~~An employee who retires with a minimum of twenty (20) years of continuous service with the County, at the minimum retirement age established by the Wisconsin Retirement System (WRS) or later, and who qualifies for an immediate annuity under the WRS, shall be allowed to continue under the group hospital and surgical insurance plan up to the minimum age at which Medicare begins. The County agrees to pay the single plan rate for employees with at least twenty (20) years service and the single plan rate plus seventy-five dollars (\$75) for employees with at least twenty-five (25) years of service. The employee shall have the option of carrying any plan coverage above and beyond the single plan, provided the employee pays the difference between the County's contribution and the cost of the selected plan coverage.~~

An employee shall qualify for health benefits at retirement under one of the following conditions.

1. An employee who is hired before January 1, 2010, and retires with a minimum of twenty (20) years of continuous service with Oneida County, at age 55 or older, and who begins receiving an immediate annuity under the Wisconsin Retirement System (WRS), shall be allowed to continue under the group hospital and surgical insurance plan up to the minimum age at which Medicare begins. The County agrees to pay the single plan rate for employees hired before January 1, 2010, with at least twenty (20) years continuous service and the single plan rate, plus seventy-five dollars (\$75) to be applied to the health plan premium cost of a single plus one or family plan, for employees with at least twenty-five (25) years of continuous service. Employee with twenty (20) years of continuous service and eligible to retire

on or before December 31, 2010, for up to ten (10) years; for employees with at least twenty (20) years of continuous service and eligible to retire on or before December 31, 2011, for up to nine (9) years; for employees with at least twenty (20) years of continuous service and eligible to retire on or before December 31, 2012, for up to eight (8) years; for employees with at least twenty (20) years of continuous service and eligible to retire on or before December 31, 2013, and thereafter, for up to seven (7) years. The employee shall have the option of carrying any plan coverage above and beyond the single plan, provided the employee pays the difference between the County's contribution and the cost of the selected plan coverage

2. An employee who retires from Oneida County under the following conditions:
  - A. Between the age of 55 and eligible to participate in the Federal Medicare program, and
  - B. With less than 20 years of continuous service to Oneida County, and
  - C. Is receiving an annuity from the Wisconsin Retirement System, shall be allowed to continue under Oneida County's group hospital and surgical insurance plan up to the date that they are first eligible to participate in the Federal Medicare program, provided he/she pays the entire premium for such plan to the County each month.

The County agrees to contribute to the health reimbursement account of each eligible retiree as follows:

Two Thousand Dollars (\$2000) to employees retiring in 2011;

Four Thousand Dollars (\$4000) to employees retiring in 2012;

Six Thousand Dollars (\$6000) to employees retiring in 2013;

Eight Thousand Dollars (\$8000) to employees retiring in 2014;

Ten Thousand Dollars (\$10,000) to employees retiring in 2015.

Twelve Thousand Dollars (\$12,000) to employees retiring in 2016; and

Article 9 (Insurance – Retirement) is amended to reflect:

Effective December 31, 2009, increase health insurance deductible(s) to: \$1000 (single plan), \$1500 (single + one plan) and \$2000 (family plan).

Article 9 (Insurance – Retirement) is amended to reflect:

On December 31, 2009, establish a Health Reimbursement Account (HRA) for each employee as follows:

- a) HRA monies will be allotted for each employee participating in the health insurance plan at Oneida County annually for the term of union contracts of \$750 (single plan) \$1000 (single + one plan) and \$1500 (family plan).
- b) For full-time employees, the County will fully fund the County's share of the deductible in the employee's HRA account. The County share of the deductible for part-time employees shall be prorated. HRA monies will carry over to the new contract year with no maximum cap.
- c) Active employees, retirees, and those on COBRA who are covered by the Oneida County Health Plan will have access to all monies allotted to them for deductibles as allowed by the plan. Co-pays (e.g., office visits and prescription drugs) and coinsurance (employees' share of 10% of next \$2000) are excluded. However, these monies may be submitted to the employees Section 125 plan on a pretax basis.
- d) Employee deductible is paid first; employer contribution to the deductible is paid after employee deductible has been satisfied.
- e) Employees will be vested with full portability rights after five (5) years of continuous eligible employment with Oneida County.
- f) Employees eligible for Retiree Health Insurance coverage as of December 31, 2009, will be offered the same

coverage that is offered to other retirees as of the date of retirement.

- g) An employee eligible for Retiree Health Insurance coverage as of December 31, 2009, upon actual retirement, has the option of the plan currently offered to other current retirees or the HRA plan. If the non-HRA plan is chosen the balance of the HRA will be forfeited. Any incurred deductibles for the year of retirement under the HRA will be credited to the Retiree plan.
- h) Upon separation of employment from Oneida County, there will be no HRA monies deposited into the employee's account in subsequent years. Employees with five or more years of consecutive employment with Oneida County at the time employment separation occurs will be eligible to utilize the post employment benefit portion of the HRA plan as follows:
- i. Employee termination/resignation – no cash pay out of accumulated HRA monies. The former employee, spouse, and dependents can only use for eligible medical claims and health insurance premium ~~under COBRA upon termination/ resignation~~. Any administrative fees of the HRA program would be the responsibility of the former employee upon termination/ resignation.
  - ii. Employee retirement – no cash pay out of accumulated HRA monies. Retiree can use for eligible medical claims and health insurance premiums upon retirement. Any administrative fees of the HRA program would be the responsibility of the retiree upon retirement.
  - iii. Death of employee – no cash pay out of accumulated HRA monies. HRA monies can be used to pay for the deceased employee's medical bills, eligible spouse and dependent medical bills, or future medical premiums ~~under COBRA~~. Any administrative fees of the HRA program would be the responsibility of family upon the employee's death.
  - iv. Death of single employee with no dependents – no cash pay out of accumulated HRA monies. HRA monies can be used by the estate to pay for the deceased employee's medical bills incurred before the death.

Article 9 (Insurance – Retirement):Section H (New): The County shall sponsor and provide to employees optional supplemental life, vision, and dental insurance programs with the employee paying 100% of the premiums through payroll deductions. \*(Specific terms of each optional plan developed by a committee composed of one representative from each participating union group.)

Article 12 – Tool, Clothing, and Safety Equipment Allowance: Section A – Mechanics and Leadman: mechanics and selected leadman shall receive a tool allowance of \$ ~~75.00~~ 150.00 per annum payable on January 1<sup>st</sup> of each year.

Section B – Tool Kits: The County will establish a quality standard of tools in a kit that will be furnished by the County to eligible employees except for those employees who wish to provide their own tool kit of comparable quality. The kit will be comprised of the following tools: One hammer of a minimum weight of 16 ounces, one pair of pliers of a minimum weight of 6 ounces, one drift type punch of a minimum weight of 8 ounces, one vice-grip pair of pliers, minimum 10 inch size, one crescent wrench, minimum 8 inch size, one regular and one phillips screwdriver of a minimum 8 inch size, one 3/4 by 6 inch cold chisel, with a box to be furnished by the County in which to carry the said tools. The County will pay a tool allowance of ~~\$45.00~~ \$50.00 per year to those employees who wish to maintain their own kits. Employees will be responsible for the maintenance and replacement of the tools and the Highway Commissioner may inspect the kits. Missing tools will be replaced at the employee's expense with tools of comparable quality. For those employees using kits furnished by the County, the County will replace at its expense broken or worn out tools that are handed in. The stockroom clerk, selected leadman and all mechanics who receive a tool allowance under section A shall be excluded from this section.

Article 21 – Miscellaneous Section A – Rules of the Road/CDL: Employees shall observe the laws of the road and at all times strictly comply with the state and local traffic regulations. Employees shall practice driver courtesy at all times. Oneida County requires all employees who may at any time during a given year drive a vehicle subject to CDL requirements, to obtain a CDL license within 30 days of employment or job change, in accordance with the Commercial Motor Vehicle Safety Act of 1986 and the 1989 Wisconsin Act. This requirement includes all necessary endorsements. If the County requires that a current Highway Dept. employee obtain

additional endorsements, the County will pay for one test, the license endorsement, and will provide a vehicle to be used in taking the test (if one is necessary), for obtaining the additional endorsement(s).

If an employee loses his CDL or a necessary endorsement for a period of time in excess of ~~three~~ seven months ~~the employee will be discharged, and PTO will be paid out at current rate, and is unable to obtain an occupational drivers license, the employee will be discharged.~~ For any time period less than ~~three~~ seven months, due to events while on personal time and personal vehicle. Oneida County will make every reasonable effort to assign the employee to non-CDL related work that is available as defined by the highway commissioner. The employee ~~will~~ shall be ~~reduced in pay to~~ paid the after probationary wage rate of a Highway Maintenance Worker, ~~and re-assigned according to the needs of the department. The employee will be reinstated within the three-month period, when the employee re-acquires his CDL or an occupational permit. If non-CDL related work is not available the employee will be placed on non-FMLA unpaid leave. The employee will be reinstated within the seven month period, when the employee re-acquires his CDL license. If the employee has their CDL license suspended or revoked for any reason other than the above reason the employee shall be terminated.~~ All actions taken by the Highway Department and Oneida County in administering this section are not subject to seniority rights.

Article 25 (Duration), Section B, is amended to read: Section B: Termination. This Agreement shall remain in effect beginning December ~~30~~27, 2006-~~8~~ through December ~~27~~31, 200811. At the end of this contract either party may terminate this Agreement provided written notice is given to the other party prior to July 1, ~~2006~~10 11.

A fiscal impact statement is attached hereto and made a part hereof.

Approved by the Labor Relations and Employee Services Committee this 9th day of September 2009.  
Offered and passage moved by Supervisors John R. Young, Paul Dean and Charles Wickman.

**ONEIDA COUNTY  
FISCAL IMPACT  
HIGHWAY UNION**

<b>WAGES AND FRINGE BENEFITS</b>	<b>2009 Annual Increase 3.00%</b>	<b>2010 Annual Increase 3.00%</b>	<b>2011 Annual Increase 3.00%</b>
Wages	31,281	32,220	33,191
Social Security	2,393	2,465	2,539
Retirement-er Share	1,720	1,869	1,925
Retirement-ee Share	1,846	1,998	2,058
Income Continuation Ins	78	81	83
Workers Comp	<u>898</u>	<u>925</u>	<u>1,079</u>
	38,216	39,558	40,875
Tool Allowance Increase	<u>1,030</u>		
	39,246	39,558	40,875

Revenue Source 53% Tax Levy, 47% Fees for Services

**RETIREE HEALTH**

Eligible for Retiree Health Coverage	Contribution	# of Employees Eligible
Year Eligible		
2010	0	7
2011	2,000	0
2012	4,000	1
2013	6,000	1
2014	8,000	0
2015	10,000	3
2016	12,000	<u>1</u>
		13
Maximum contribution to HRA in 2016		<u>12,000</u>
Maximum potential contribution		156,000

Revenue Source: Health Insurance Trust Fund

**Maximum potential contribution will not be reached due to:**

Employees choice of when to retire, not necessarily 2016  
 Contribution amounts are less than \$12,000 for persons retiring in 2011-2015  
 Each year an employee postpones retiree health coverage is \$8,300 less in retiree health costs  
 Employees eligible to retire in 2019 can choose the high deductible HRA plan with the contribution or the low deductible plan without the contribution

**Motion/second Cushing/O’Melia** to waive the reading of Resolution #89-2009. All “aye” on voice vote.  
**Motion/second Young/Martinson** to amend Resolution #89-2009 where all highlighted areas are.  
**Roll call: 18 aye 0 nay 3 absent (Peters, Smith, Vandervest)**  
**Roll call on resolution as amended: 16 aye 0 nay 1 abstain (Wolk) 4 absent (Peters, Sharon, Smith, Vandervest)**

**County Treasurer declaration of unlawful tax WI Stats 74.35/74.33. – NONE**

**Other business** – Many Supervisors gave their appreciation and best wishes to Frank H. Greb.

**Appointments to committees, commissions and other organizations** –

Appoint Paul Dean to the North East Wisconsin Community Action Program

**Motion/second Cushing/Baier** to accept Paul Dean to be appointed to serve on the North East Wisconsin Community Action Program. All “aye” on voice vote.

**Adjournment** – **Motion/second Rudolph/O’Melia** to adjourn at 11:56 a.m. All “aye” on voice vote.