

**Oneida County Board of Supervisors
Regular Meeting September 20th 2011
County Board Room – 9:30 am**

Chairman Cushing 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 for our troops here and overseas, followed by the Pledge of Allegiance.

MEMBERS PRESENT: Supervisors: Gary Baier, Greg Berard, Ted Cushing, Paul Dean, Billy Fried, David Hintz, John Hoffman, Scott Holewinski, Jack Martinson, Matt Matteson, David O’Melia, Sonny Paszak, Carol Pederson, Thomas Rudolph, James Sharon, Denny Thompson, Michael Timmons, Romelle Vandervest, Peter Wolk and John R. Young.

OF MEMBERS PRESENT: 20

SUPERVISORS EXCUSED: 1- Bob Metropulos

OTHERS PRESENT: Mary Bartelt, County Clerk; Melodie Gauthier, Deputy County Clerk; Brian Desmond, Corporation Counsel; David Lemke, Town of Nokomis; Ken Kortenhof, Emergency Management; Paul Spencer Jr., Social Services; and Mike Romportl, Land Information.

Chairman Cushing announced that anyone who wanted to address the Board should sign in at the podium; all Supervisors should use their microphones when speaking.

ACCEPT LATE RESOLUTION #63-2011.

MOTION/SECOND: Vandervest/Martinson to suspend the rules and accept Late Resolution #63-2011 for placement on the Agenda. All “aye” on voice vote, motion carries.

ACCEPT THE MINUTES OF THE AUGUST 16, 2011- REGULAR MEETING.

MOTION/SECOND: Hoffman/Vandervest to accept August 16, 2011 minutes as presented. Supervisor Rudolph corrected the August 16, 2011 minutes on page 1 stating the “*All “aye” on voice vote, motion carries.*” should be moved and put after the corrections he made and not before. Minutes will be amended as such.
All “aye” on voice vote, motion carries.

REPORTS – None

PRESENTATIONS - None

UNFINISHED BUSINESS - None

PUBLIC COMMENT –

David Lemke, Town of Nokomis- ATV Club – regarding Late Res. # 63-2011. Mr. Lemke states the Nokomis ATV Club has been working with the Highway Committee in regards to opening portions of County Highway Y and County Highway N. in the town of Nokomis and the borders between Nokomis and Little Rice for ATV traveling. The Club would specifically like access north from the Oneida /Lincoln County line to Lee Road and County Y North to Little Rice Dam Road, to Burrows Lake Road, and County Y west from Swamp Lake Road to Brown Creek Road and also County N west of Nokomis/Woodboro town line to Lincoln/Oneida Line.

CONSIDERATION OF RESOLUTIONS & ORDINANCES

RESOLUTION #45-2011- GENERAL CODE OF ONEIDA COUNTY, WISCONSIN ORDINANCE AMENDMENT. Ordinance Amendment offered by Supervisor Paul Dean.

Whereas, a limitation as to when and how failed ordinance amendments and resolutions may be brought back before the County Board serves Oneida County's previously stated goals for County Board meetings; and

Whereas, requiring a two (2) year time period to have elapsed prior to bringing failed ordinance amendments and resolutions back to the County Board absent a vote of 2/3 of those entitled to vote (i.e. 14 votes), is a reasonable restriction.

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 the day after passage and publication as required by law.

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

2.19 RULE 19: FAILED ORDINANCE AMENDMENT & RESOLUTIONS

Any ordinance amendment or resolution that has been presented to the Board and has not been passed by the requisite vote of the County Board may not be presented to the County Board again for a period of 2 years absent a vote of 2/3 of those entitled to vote agreeing to re-hear the matter. The vote to re-hear a matter shall be placed on the agenda under the heading of "UNFINISHED BUSINESS" and at that time only the merits of re-hearing the ordinance amendment or resolution shall be discussed. The ordinance amendment or resolution shall be placed on the agenda under the heading of "CONSIDERATION OF RESOLUTIONS AND ORDINANCES" and any debate or vote on such shall be contingent upon the vote under unfinished business. This rule is not intended to supersede or replace RULE 10 above.

2.19 2.20 GENERAL RULES. (Am. #16-2002)

Except where expressly provided by the Wisconsin Statutes or by specific rules set forth in this chapter, the deliberations of the Board and its boards, commissions and committees shall be conducted in accordance with procedures set forth in: A Guide to Parliamentary Procedure for Local Governments in Wisconsin by Larry E. Larmer. Robert's Rules of Order, newly revised, shall be consulted for any questions of procedure not addressed in the above noted guide. Such guide shall be provided to each supervisory district and shall remain the property of Oneida County.

Approved Supervisor Paul Dean this 21st day of July, 2011. Second by Jack Martinson.

MOTION/SECOND: Vandervest/Martinson to waive the reading of Resolution #45-2011.

All "aye" on voice vote, motion carries.

ROLL CALL VOTE: 2-Ayes – Dean, Matteson, 18-Nays, 1-Absent- Metropulos.

RESOLUTION #45-2011 – DEFEATED.

RESOLUTION # 57-2011

Resolution offered by Supervisors of the Emergency Management Committee. 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 a base charge of \$570.00 or the maximum Medicare/Medicaid reimbursement amount be charged to individuals for emergency Basic Life Support (BLS) calls; a base rate of \$694.00 or the maximum Medicare/Medicaid reimbursement amount be charged for Advanced Life Support I (ALS I) calls; a base rate of \$798.00 or the maximum Medicare/Medicaid reimbursement amount be charged for Advanced Life Support II (ALS II) calls; a loaded mileage rate of \$15.00 per loaded mile per person for the first 17 miles and then \$15.00 per loaded mile per person for each additional mile or the maximum Medicare/Medicaid loaded mile reimbursement rate.

NOW, THEREFORE, BE IT RESOLVED, the hospitals are authorized to charge a Basic Life Support (BLS) rate of \$570.00 or the maximum Medicare/Medicaid reimbursement amount per person per emergency call effective January 1, 2012.

BE IT FURTHER RESOLVED, the hospitals are authorized to charge an Advanced Life Support I (ALS I) rate of \$694.00 or the maximum Medicare/Medicaid reimbursement amount per person per emergency call for Advanced Life Support services effective January 1, 2012.

BE IT FURTHER RESOLVED, the hospitals are authorized to charge an Advanced Life Support II (ALS II) rate of \$798.00 or the maximum Medicare/Medicaid reimbursement amount per person per emergency call for Advanced Life Support services effective January 1, 2012.

BE IT FURTHER RESOLVED, the hospitals are authorized to charge a loaded mile rate of 15.00 or the maximum Medicare/Medicaid reimbursement amount per mile per person for the first 17 miles and a loaded mile rate of \$15.00 or the maximum Medicare/Medicaid reimbursement amount per mile per call for any additional miles.

Approved by the Emergency Management Committee this 23 day of August, 2011. Offered and passage moved by: Supervisors: Matteson, Paszak and Timmons.

ROLL CALL VOTE: 20-Ayes, 0-Nays, 1-Absent – Metropulos.
RESOLUTION # 57-2011 – ADOPTED.

Ambulance Rate Adjustments/Fiscal Impact Statement

Previous Rate Adjustment:

Ambulance rates were adjusted January 1st, 2010 as follows:

Billing Description	Prior Rate	Adjusted Rate
Basic Life Support (BLS) Rate	\$537.00	\$570.00
Advanced Life Support I (ALS 1) Rate	\$652.00	\$694.00
Advanced Life Support II (ALS 2) Rate	\$752.00	\$798.00
Loaded Mile Rate (first 17 miles)	\$9.49	\$10.06
Loaded Mile Rate (18 plus)	\$7.88	\$8.35

February 1st, 2011 the Loaded Mile Rate was increased to \$10.41 the Medicare/Medicaid reimbursement rate. Language was add to allow the hospitals to charge at minimum the Medicare/Medicaid reimbursement rate.

Average Charges/Current Oneida County Charges:

Averages are based on a survey of area ambulance services from: Portage County, Lincoln County, Rib Mountain, Wausau Fire Dept., Antigo Fire Dept., Plum Lake, Conover, Pickerel and Boulder Junction.

Billing Description	Average	Oneida Cty	Variance
Basic Life Support (BLS) Rate	\$559.78	\$570.00	\$15.07
Advanced Life Support I (ALS 1) Rate	\$656.38	\$694.00	\$37.62
Advanced Life Support II (ALS 2) Rate	\$806.10	\$798.00	-\$8.00
Loaded Mile Rate (first 17 miles)	\$12.10	\$10.06	-2.04
Loaded Mile Rate (18 plus)	\$11.91	\$8.35	-3.56

Rate Adjustment Proposal:

Adjust the loaded mile rate to \$15.00 per mile for both mileage categories.

Billing Description	Prior Rate	Adjusted Rate
Basic Life Support (BLS) Rate	\$570.00	\$570.00
Advanced Life Support I (ALS 1) Rate	\$694.00	\$694.00
Advanced Life Support II (ALS 2) Rate	\$798.00	\$798.00
Loaded Mile Rate (first 17 miles)	\$10.06	\$15.00
Loaded Mile Rate (18 plus)	\$8.35	\$15.00

Fiscal Impact Statement:

The resolution would reduce the County ambulance budget by approximately: **\$39,000.00**

RESOLUTION #58-2011

RESOLUTION REGARDING PARTICIPATION IN INCOME MAINTENANCE PROGRAM CONSORTIUM. Resolution offered by the Social Services Committee. Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, the Wisconsin Department of Health Services has delegated responsibility for administering the Income Maintenance Program to counties, and counties are required to administer the Income Maintenance Program under a contract with DHS; and

WHEREAS, the Governor's budget proposal for the 2011-13 biennium would have transferred responsibility for administering the Income Maintenance Program from counties to DHS starting in 2012; and

WHEREAS, counties objected to the Governor's proposal and offered an alternative under which counties could, over the course of the 2011-13 biennium, create regional consortia to administer the Income Maintenance Program; and

WHEREAS, elements of the counties' proposal were incorporated into the Biennial Budget Bill that was adopted as 2011 Wisconsin Act 32; and

WHEREAS, Act 32 authorizes the formation of regional consortia to administer the Income Maintenance Program under contract with DHS; and

WHEREAS, Act 32 requires that Oneida County either participate in a multicounty consortium that is approved by DHS or relinquish responsibility for administering the Income Maintenance Program to DHS; and

WHEREAS, Act 32 requires that Oneida County maintain a tax levy and contribute to the Income Maintenance Program at an amount that is not less than the amount it contributed in 2009 without regard to whether it joins a consortium or relinquishes administration of the Income Maintenance Program to DHS; and

WHEREAS, Oneida County believes it is in the best interests of its citizens and employees to join a multicounty consortium to administer the Income Maintenance Program; and

WHEREAS, joining a multicounty consortium will require that Oneida County enter into a contract or series of contracts with other counties to establish overall responsibility for the contract to be entered into between the consortium and DHS, the consortium's fiscal responsibilities, financial accountability among consortium members, each county's responsibilities for providing services; and the methods for determining service level accountability among consortium members;

NOW, THEREFORE, BE IT RESOLVED, that the Oneida County Board of Supervisors declares its intent to join, for one year, a multicounty consortium to administer the Income Maintenance Program consistent with the requirements of Act 32, with the Oneida County Board of Supervisors to annually determine whether to continue participation in a consortium; and

BE IT FURTHER RESOLVED, that the Oneida County Board Chair is authorized to enter into and execute any and all contracts and other document necessary to create and participate in the multicounty consortium; and

BE IT FURTHER RESOLVED that the Director of the Oneida County Department of Social Services is authorized to take any and all actions necessary to effectuate the intent of this resolution.

Approved by the Social Services Committee this 30th day of August, 2011. Offered and passage moved by: Supervisors, Hoffman, Dean, Wolk and Pederson.

MOTION/SECOND: Vandervest/ Pederson to waive the reading of Resolution #58-2011.

All "aye" on voice vote, motion carries.

ROLL CALL VOTE: 20-Ayes, 0-Nays, 1-Absent – Metropulos

RESOLUTION # 58-2011 – ADOPTED.

RESOLUTION # 59-2011

Resolution offered by Labor Relations Employee Services Committee. Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, the Labor Relations Employee Services Committee has met on several occasions to consider the effectiveness of the current County Coordinator position and to consider alternatives that could better serve the residents and taxpayers of Oneida County and the Oneida County Board of Supervisors; and

WHEREAS, the Labor Relations and Employee Services Committee has considered input on the positives and negatives of the County Coordinator position from Department Heads and Supervisors, and

WHEREAS, the Labor Relations and Employee Services Committee is recommending the elimination of the County Coordinator position and instead, the Committee recommends the creation of a Human Resources Director position, and

WHEREAS, the Labor Relations and Employee Services Committee has developed the attached job description for the Human Resources Director to incorporate several of the duties and responsibilities previously done by the County Coordinator.

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective September 21, 2011 the County Coordinator position will be eliminated and a full time Human Resources Director position is hereby created and shall be placed at Grade Level Nineteen of the Non-represented Classification and Pay Plan.

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that an amendment has been made to the County budget for fiscal year 2011 to meet all projected costs for the position as set forth in the fiscal impact statement which is attached hereto and made a part hereof .

Approved by the Labor Relations Employee Services Committee this 7th day of September, 2011. Offered and passage moved by: Supervisors: Young, Dean, Cushing, Paszak and Holewinski.

MOTION/SECOND: O'Melia/Baier to waive the reading of Resolution # 59-2011. All "aye" on voice vote, motion carries.

ROLL CALL VOTE: 20-Ayes, 0-Nays, 1-Absent – Metropulos.

RESOLUTION # 59-2011 - ADOPTED

**ONEIDA COUNTY
FISCAL IMPACT
Human Resources Director**

**County Coordinator
Grade 19
2011 Wage Rates/2011 Fringe Rates
Salary reflects 4.8% temporary pay
adjustment**

	Annual Step 1	Annual Step 6
Salary	66,998	78,630
Social Security	5,125	6,015
Retirement-er	4,556	5,347
Retirement-ee	-	-
Health Ins-Estimated	21,747	21,747
Life Ins-Estimated	150	150
Workers Comp	134	157
Income Continuation Ins	<u>168</u>	<u>198</u>
	98,877	112,244
County Coordinator elimination	(114,797)	(114,797)
	9/21/11- 12/31/11 Step 1	9/21/11- 12/31/11 Step 6
Salary	18,811	22,077
Social Security	1,439	1,689
Retirement-er	1,279	1,501
Retirement-ee	-	-
Health Ins-Estimated	6,106	6,106
Life Ins-Estimated		

	44	44
Workers Comp	38	44
Income Continuation Ins	<u>48</u>	<u>58</u>
	27,764	31,518
County Coordinator elimination Revenue Source: Tax Levy	(32,231)	(32,231)

Oneida County Job Description

Job Title: Human Resources Director
Class Title: Director
Department: Labor Relations and Employee Services
Reports To: Labor Relations and Employee Services Committee
FLSA Status: Exempt-Exec.
Prepared By: Labor Relations and Employee Services Committee
Prepared Date: September 2011
Approved By: Labor Relations and Employee Services Committee
Approved Date: September 2011
Reviewed Date: _____

SUMMARY In keeping with chapter 1 one of the Oneida County Code, this County Board appointed position is responsible for personnel and labor relations duties as established by the Labor Relations and Employee Services Committee and County Board and under the supervision of the Labor Relations and Employee Services Committee shall administer the personnel policies as set forth in chapter 4 of the county code. The Human Resources Director shall also perform the duties of Loss Control Coordinator as defined by the Risk Management Program and approved by the County Board.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

Plans, organizes and directs the activities of the Labor Relations and Employee Services Department including supervision of staff and budget expenditures.

With Corporation Counsel and Finance Director, prepare for and act as chief spokesperson representing the County in negotiations with all employee unions leading to agreements on terms and conditions of employment. With the Corporation Counsel and Finance Director, prepares for and represents the County in mediation and arbitration hearings including the preparation of initial and reply briefs, examine and cross examining witnesses and the preparation of exhibits; provide testimony as to County policy, benefits, history and application of contractual matters.

Establish, process, and administer grievance procedure in accordance with union contracts and County Code and policy. Prepares for and assists with representation of the County in

grievance arbitration hearings including the preparation of initial and reply briefs, examine and cross examining witnesses and the preparation of exhibits; provide testimony as to County policy, benefits, history and application of contractual matters.

Interpret contracts and work rules and counsel employees and supervisors on the interpretation of those work rules and assists in problem solving complex and difficult situations.

Work with and assist Department Heads in the application of approved disciplinary procedures. Work with outside legal counsel in matters involving discipline including providing background information and testifying as to County policy and application; review matters on appeal and make recommendations to the Labor Relations and Employee Services Committee.

Assists County Board Committees in analyzing the organizational design and efficiencies of departments; making recommendations involving staff levels, duties, organizational design, funding levels and operational needs.

Develops, directs and coordinates employee classification and pay systems including conducting wage surveys, job duty analysis, historical analysis and anticipating future trends; with the assistance of department heads prepares and maintains job descriptions; prepares recommendations to the Committee of Jurisdiction and the Labor Relations and Employee Services Committee; implements the decision of the County Board and Committees of Jurisdiction.

Directs and coordinates the County's system of employee benefit programs; reviews programs for competencies and cost effectiveness; makes recommendations for implementing, modifying and/or eliminating programs; responsible for outside administration of various program and replacement as necessary or desirable.

Develop and administer the Counties Civil Rights Compliance program; investigate complaints and make recommendations for compliance.

Develop a system for rating employees throughout the County; assist departments in establishing performance standards and rating employees in relation to those standards; provide guidance to managers in improving performance; develop disciplinary policy and assist managers in its administration with the positive objective of improving employee performance.

Manages and administers the County's Health Enhancement Program including program offerings, budget, staff and facilities.

Serves as Loss Control Coordinator.

Identifies the laws and reporting requirements pertaining to Human Resource functions and directs action necessary for compliance; keeps Labor Relations and Employee Services Committee informed of legislative development.

Drafts resolutions for the County Board on behalf of various Committees of Jurisdiction and represents those Committees at County Board Meetings.

Develop, direct and implement a system for conducting exit interviews; process terminations; advise employees of their rights and benefits upon termination.

Identifies and recommends consultants, Insurance carriers, labor attorneys and other outside personnel to be used by the Labor Relations and Employee Services Office and the County, as needed.

Act as the principal liaison between the County Board and all other departments.

Conduct department head meetings.

Any other duty as assigned.

SUPERVISORY RESPONSIBILITIES Directly supervises Labor Relations and Employee Services Department and Health Enhancement staff. Assists Department Heads in carrying out their supervisory responsibilities in accordance with the organization's policies and applicable laws.

QUALIFICATIONS To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Comprehensive knowledge of personnel practices, procedures and methods in the area of job analysis and salary administration, staffing, performance standards and evaluations, training and development, employee relations, administrative and employee communication, terminations, records and reports, personnel research and policy formulation.

Comprehensive knowledge of Wisconsin labor law in the public sector.

Must be able to work effectively with all levels within the County structure and to exercise initiative and independent judgment.

Must have the ability to prepare concise and accurate reports.

Ability to develop long-term goals, objectives, plans and programs and to evaluate work accomplishments.

Ability to maintain the highest level of confidentiality.

Ability to plan, supervise and review the work of professional, technical and office service staff.

EDUCATION and/or EXPERIENCE

Bachelors degree in Personnel Administration, Business Administration, Industrial Relations or related field.

Masters degree or equivalent work experience preferred.

Minimum seven years experience in a Personnel field required.

Two years local government experience required.

Three years experience as part of a labor contract negotiating team.

LANGUAGE SKILLS Must possess excellent verbal and written communication skills.

MATHEMATICAL SKILLS

Knowledge of and ability to apply accounting principles and procedures.

Ability to analyze, prepare and present complex costing data, fiscal impact analysis, statistical analysis involving mean, median, mode and standard deviations and performance data.

REASONING ABILITY Ability to evaluate situations and make good independent decisions.

ROLL CALL VOTE: 20-Ayes, 0-Nays, 1-absent – Metropulos.

RESOLUTION # 59-2011 - ADOPTED.

RESOLUTION # 60-2011

Resolution offered by Labor Relations Employee Services Committee. Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, the Labor Relations Employee Services Committee appointed Ms. Lisa J. Charbarneau as the Human Resources Director, subject to confirmation by the Oneida County Board of Supervisors, and

WHEREAS, no additional departmental funding is needed due to existing departmental vacancies.

NOW, THEREFORE, BE IT RESOLVED, that the Oneida County Board of Supervisors hereby confirms the appointment of Ms. Lisa J. Charbarneau as the Human Resources Director under the following conditions:

1. The effective date of the appointment shall be September 21, 2011, and
2. For compensation purposes, Ms. Charbarneau shall be placed at Step 4, Grade Level 19 on the Non-represented Classification and Pay Plan.

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that an amendment has been made to the County budget for fiscal year 2011 to meet all projected costs for the position as set forth in the fiscal impact statement which is attached hereto and made a part hereof.

Approved by the Labor Relations Employee Services Committee this 7th day of September 2011. Offered and passage moved by Supervisors: Young, Dean, Cushing, Paszak and Holewinski.

ROLL CALL VOTE: 20-Ayes, 0-Nays, 1-Absent – Metropulos.
RESOLUTION # 60-2011 – ADOPTED.

Grade 19
2011 Wage Rates/2011 Fringe Rates
Salary reflects 4.8% temporary pay
adjustment

	Annual
	Step 4
Salary	73,965
Social Security	5,658
Retirement-er	5,030
Retirement-ee	-
Health Ins	21,747
Life Ins	117
Workers Comp	148
Income Continuation Ins	

145

106,810

**9/21/11-
12/31/11
Step 4**

Salary	20,767
Social Security	1,589
Retirement-er	1,412
Retirement-ee	-
Health Ins	6,106
Life Ins	39
Workers Comp	42
Income Continuation Ins	<u>53</u>
	30,008

**RESOLUTION #61-2011 GENERAL CODE OF ONEIDA COUNTY, WISCONSIN
ORDINANCE AMENDMENT #**

Ordinance Amendment offered by Supervisors of the Labor Relations and Employee Services Committee.

Whereas, 2011 Wisconsin Act 10 created Wis. Stat s. 66.0509(1m) which requires local units of government to establish a civil service system or grievance procedure to address employee terminations, employee discipline, and workplace safety no later than October 1st, 2011; and

Whereas, the Labor Relations and Employee Services Committee will be adopting a grievance procedure on September 30, 2011; and

Whereas, the new grievance procedure will supersede current Ordinance language and necessitates changes to the ordinance; and

Whereas, 2011 Wisconsin Act 10 also requires that employees contribute 5.8% of their pay to the WRS system which necessitates a change to the ordinance; and

Whereas, the employee's share of the health insurance contribution has been raised from 5% to 8% which necessitates a change to the ordinance.

**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 the day after passage and publication as required by law.

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 4.15, 4.16, 4.50, 4.55 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

4.15 GRIEVANCES.

All employees who have completed their introductory period may submit grievable issues to the grievance process.

~~(1) The time limits set forth in the following steps may be extended by mutual agreement in writing. Time limits set forth shall be exclusive of Saturdays, Sundays and holidays.~~

4.16 GRIEVANCE PROGRESSION.

~~(1) STEP 1. The employee shall take the grievance up orally with the employee's immediate supervisor within five (5) days of the date the employee knew or should have known of the event giving rise to the grievance. The supervisor shall attempt to make a mutually satisfactory adjustment, and shall be required to give an answer within ten (10) working days.~~

~~(2) STEP 2. The grievance shall be considered settled at Step 1 unless, within five (5) days after the supervisor's answer is due, the grievance is reduced to writing and presented to the department head. The department head shall respond to the grievance, in writing, within ten (10) working days.~~

~~(3) STEP 3. The grievance shall be considered settled at Step 2 unless, within five (5) days from the date of the department head's written answer or last due date, the grievance is presented in writing to the County Coordinator. The County Coordinator shall either adjust the grievance or schedule a formal grievance hearing with the Labor Relations and Employee Services Committee at the earliest convenient time for the Committee. The Labor Relations and Employee Services Committee shall respond in writing within thirty (30) days of the conclusion of the hearing, or the grievance shall be considered denied. The decision of the Labor Relations and Employee Services Committee shall be final and binding.~~

4.50 HEALTH INSURANCE. (Am. Res. #93-2010)

(1) Eligible employees shall be entitled to health insurance through the County's group health plan(s). Family plans shall be provided for employees requiring such coverage. ~~The County will pay ninety-two percent (92%) of the premium for regular full-time employees.~~

(a) The County may continue to offer coverage under a standard policy or offer dual choice options at its discretion. ~~The County's financial responsibility shall be limited to pay ninety-two percent (92%) of the least-expensive dual choice or standard policy option.~~

(b) Employees on an unpaid leave of absence of greater than three (3) days may continue health insurance coverage at their own expense, except as otherwise provided.

(c) Health insurance coverage shall begin on the first day of the month following thirty (30) days of employment.

[Remainder of Ordinance Section 4.50 is to remain unchanged]

4.55 RETIREMENT.

(1) Oneida County offers employee's retirement benefits under the Wisconsin Retirement System. ~~The County pays the employer's and the employee's contribution to~~

~~the Wisconsin Retirement Fund.~~ The Finance Director shall be the agent for the County in all matters pertaining to the Fund. If the Finance Director is unable to perform the duties of such agent because of absence, disability or death, the Finance Department Account Technician shall act as the agent.

(2) Eligible employees receive retirement benefits subject to Wisconsin Retirement (WRS) rules.

Approved by the Labor Relations and Employee Services Committee this 7th day of September, 2011. Offered and passage moved by: Supervisors: Young, Dean, Cushing, Paszak and Holewinski.

MOTION/SECOND: O'Melia/Vandervest to waive the reading of Resolution # 61-2011. All "aye" on voice vote, motion carries.

ROLL CALL VOTE: 20-Ayes, 0-Nays, 1-Absent – Metropulos.

RESOLUTION #61-2011 GENERAL CODE OF ONEIDA COUNTY, WISCONSIN ORDINANCE AMENDMENT – ENACTED.

RESOLUTION # 62- 2011

Resolution offered by Land Records Committee. Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, Oneida County retained a 100 foot strip of land on each side of the center line of the highway crossing the SE ¼ - SW ¼ of Section 20, Township 37 North, Range 7 East, as recorded in Volume 64 of Deeds, Page 185, Document Number 107129 recorded in Register of Deeds on April 20th, 1940; and

WHEREAS, a request has been made to Oneida County, from Philip J Hejtmanek and Donna S Hejtmanek, asking that a part of the 100 foot strip of land on each side of the centerline of the highway crossing the property in the SE ¼ - SW ¼ of Section 20, Township 37 North, Range 7 East, be conveyed to them as they are the owner of the adjacent land, and the \$500.00 administrative fee to process this request has been made; and,

WHEREAS, the Town of Cassian has been notified, and they do not have any objection to conveying the land described below.

NOW, THEREFORE, BE IT RESOLVED, that the Oneida County Board of Supervisors hereby approves conveying the following described parcel of land and authorizes the County Clerk, upon receipt of \$846.15 land value, plus the \$30.00 deed recording fee, to issue a quit claim deed to **Philip J Hejtmanek and Donna S Hejtmanek**, 8443 Little Horsehead Hill RD, Harshaw, WI 54529, conveying any interest the County has in the following description:

A strip of land located in part of the Southeast ¼ of the Southwest ¼, Section 20, Township 37 North, Range 7 East, Town of Cassian, Oneida County, WI and more particularly described as follows: Commencing at the South ¼ corner of said Section 20, thence along the N-S ¼ line, N2° 04' 51"W, 1315.17' to the CS 1/16 corner marked by an iron rod, thence S89° 14' 25"W, 33.01' to an iron pipe and the point of beginning, thence S2° 04' 50"E, 879.80' to an iron pipe, thence S88° 43' 51"W, 67.02' to an iron pipe, thence N2° 04' 50"W, 880.40' to an iron pipe, thence N89° 14' 25"E, 67.02' to the place of beginning. Subject to easements of record or in use.

Approved by the Land Records Committee this 13th day of September, 2011.
Offered and passage moved by: Supervisors: Baier, Thompson, Wolk and Paszak.

MOTION/SECOND: Vandervest/Berard to waive the reading of Resolution # 62-2011. All "aye" on voice vote, motion carries.

ROLL CALL VOTE: 20-Ayes, 0-Nays, 1-Absent – Metropulos.
RESOLUTION # 62-2011 – ADOPTED.

LATE RESOLUTION # 63-2011

Resolution offered by Highway Committee. Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, the Nokomis ATV club has requested that portions of County Trunk Highways be opened for the use of ATV's; and

WHEREAS, the County has not previously allowed the use of ATV's on County Trunk Highways; and

WHEREAS, the Highway Committee recognizes that the use of County Trunk Highways for ATV's is a significant change to County policy that could have wide-ranging effects on the County as whole, Towns and citizens of Oneida County; and

WHEREAS, the Highway Committee believes that with the assistance of the Highway Commissioner, Corporation Counsel and other County Staff that appropriate regulations can be promulgated to regulate the use of ATV's on County Trunk Highways.

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors does hereby authorize the use of County Trunk Highways, and no other County roads, for ATV's; and

BE IT FURTHER RESOLVED, that the Highway Committee shall work with the Highway Commissioner, Corporation Counsel and other County staff to develop a regulations that will govern the usage of ATV's on County Trunk Highways.

Approved by the Highway Committee this 19th day of September, 2011.

MOTION/SECOND: Rudolph/Cushing add to Line # 22, after Highways “and bring those regulations back to the County Board for further consideration.

ROLL CALL ON AMENDMENT: 2- Aye – Rudolph and Cushing, 18-Nays, 1-Absent – Metropulos. Motion Fails.

ROLL CALL ON LATE RESOLUTION # 63-2011: 19-Ayes, 1-Nay – Rudolph, 1-Absent – Metropulos.

LATE RESOLUTION #63-2011 – ADOPTED.

OTHER BUSINESS -None

APPOINTMENTS TO COMMITTEES, COMMISSIONS AND OTHER ORGANIZATIONS

Appoint Ted Cushing, Board Chairman, to serve as an Oneida County Representative on the Aging and Disability Resource Center of the Northwoods Board.

Appoint Sonny Paszak as alternate, to serve as an Oneida County Representative on the Aging and Disability Resource Center of the Northwoods Board.

MOTION/SECOND: Pederson/Matteson to appoint Ted Cushing to serve as an Oneida County Representative on the Aging and Disability Resource Center of the Northwoods Board and to appoint Sonny Paszak as alternate to serve as an Oneida County Representative on the Aging and Disability Resource Center of the Northwoods Board.
All “aye” on voice vote, motion carries.

ADJOURNMENT:

MOTION/SECOND: O’Melia/Vandervest to adjourn at 11:17 a.m. All “ayes” on voice vote, motion carries.