

**Amended Oneida County Board of Supervisors  
January 20, 2015 - Regular Meeting - 9:30 a.m.  
Oneida County Courthouse  
County Board Meeting Room - 2<sup>nd</sup> Floor**

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**CALL TO ORDER:**

Chairman Hintz called the meeting to order at 9:30 a.m. in the County Board Meeting Room of 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: Ted Cushing, Bill Freudenberg, Billy Fried, David Hintz, Jim Intrepidi, Mitchell Ives, Robb Jensen, Tom Kelly, Lance Krolczyk, Bob Metropulos, Bob Mott, Greg Oettinger, Sonny Paszak, Carol Pederson, Tom Rudolph, Jack Sorensen, Michael Timmons, Alan VanRaalte and Lisa Zunker.

**# OF MEMBERS PRESENT:** - 19

**SUPERVISORS EXCUSED:** - 2 – Scott Holewinski and Alex Young

**STUDENT REPRESENTATIVES PRESENT:** - 0

**OTHERS PRESENT:** Mary Bartelt, County Clerk; Melodie Gauthier, Chief Deputy Clerk; Brian Desmond, Corporation Counsel; Mike Romportl, Land Information; Karl Jennrich, Planning and Zoning; and Lisa Charbarneau, Human Service Director.

**ANNOUNCEMENTS BY CHAIR, CORRESPONDENCE AND COMMUNICATIONS**

- Sign Attendance Form at the Podium
- Please Use Microphones When Speaking
- The Finance Department is requesting all 2014 expenses to be turned in as soon as possible.

**ACCEPT THE MINUTES OF THE NOVEMBER 12, 2014 ANNUAL MEETING.**

Error in the date (November 12, 2014) should be December 16, 2014 Regular Meeting. Approval of December 16, 2014 will be on the next agenda for the February 17, 2015 County Board Meeting.

**REPORTS/PRESENTATIONS:** – None.

**\*PUBLIC COMMENT:** – None.

**CONSENT AGENDA**

**Resolution # 1-2015** offered by Public Works Committee regarding the installing of a culvert over Deer Creek on W. Squaw Lake Road for a cost of \$21,850.46. County's share 50% (\$10,925.23) to come from the County Bridge Aid Account.

**Resolution # 2-2015/General Code OA** – offered by the Administration Committee amending Section 3.10 of the General Code regarding Reimbursement for expenses.

**Resolution # 3- 2015/General Code OA** – offered by the Forestry, Land and Recreation Committee amending Section 14.10 (4), Section 14.13 (20) of the General Code regarding the County Forest Recreation Areas and trails and Section 5.04 Penalty Provisions.

**Resolution #4-2015** offered by the Land Records Committee regarding the approval of the sale of Parcel Id. No. CR 120-7, Town of Crescent, to the successful bidder, Dennis and Judy Detienne; Parcel Id. No. NE 401-9c, Town of Newbold, to the successful bidder, Alois Lis and Dorothea H. Reis; Parcel Id. No. RH 320, City of Rhinelander to the successful bidder Michael and Mary Denis; Parcel Id. No. RH 431, City of Rhinelander to the successful bidder Jessica Rappley and Jason Belohlav; Parcel Id. No. RH 696, city of Rhinelander to the successful bidder Ardena and Kenneth Grant; Parcel Id. No. RH 3540, City of Rhinelander, to the successful bidder Louisa Unruh and Parcel Id. No. MI 1813-10, Town of Minocqua to the successful bidder Nicholson Investments LLC.

Appointments to committees, commissions and other organizations

To appoint Kim Simac to the Conservation & UW-Extension for the USDA-FSA Representative for a two year term, to replace Clint Zimbeck.

Supervisor Rudolph requested Resolution #1 be removed from the Consent Agenda for discussion.

**MOTION/SECOND:** CUSHING/SORENSEN to approve the Consent Agenda with Resolution #1- 2015 removed for discussion. All “aye” on voice vote, motion passes.

**CONSIDERATION OF RESOLUTIONS & ORDINANCES**

Resolution # 1- 2015 – Supervisor Rudolph questioned the 4% that is added on the billing. Phone call to Freeman Bennett from Mike Romportl who relayed the question and per Freeman Bennett, Highway Commissioner, the 4% is office overhead.

**ROLL CALL:** 19 Ayes, 0 Nays, 2 Absent- Young and Holewinski.

**STUDENT REPRESENTATIVES:** 2 Absent

**RESOLUTION #1-2015:** Adopted.

**RESOLUTION #5-2015**

Resolution offered by the **Land Records** Committee.

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

**WHEREAS**, the property known as tax parcels PL 948 and PL 958-2 and more particularly described in Exhibit A listed 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 Town of Pine Lake has expressed interest in acquiring part of the property for a turnaround for Moen Lake RD on the south side of the property and is willing to work with the County to vacate the unimproved platted portion of the road that extends into the properties; and,

**WHEREAS**, the Land Records Committee has determined it would be in the best interest of Oneida County to convey to the Town of Pine Lake an area for a turnaround for Moen Lake RD and to vacate the platted road across the properties and then to convey the remaining part of the property by quit claim deed to the successful bidder listed in Exhibit A..

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Supervisors of Oneida County hereby authorizes the Land Records Committee to work with the Town of Pine Lake in vacating the unimproved platted road across the property described in Exhibit A and to convey a turn around to the Town on the property that is being sold, and that the County Clerk be authorized to sign the documents necessary for such vacation and conveyance to the Town of Pine Lake; and,

**BE IT FURTHER RESOLVED**, that upon completion for the vacation of the road and conveyance to the Town of Pine Lake, and upon receipt of the bid amount and

recording fee from the successful bidder listed in Exhibit A, the County Clerk is authorized to sign and place the county seal upon a quit claim deed for the remaining part of the parcel described in Exhibit A; 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 in order to accomplish the vacation and other tasks associated with this transaction, the County extends the time to complete the sale with the successful bidder to be within 60 days after completion of the vacation and conveyance to the Town of Pine Lake, and that the second bidders bid guarantee be returned, but the second bidder maintains the option to be offered the property at their submitted bid if the successfully-bidder chooses not to complete the sale.

**ROLL CALL VOTE:** 19 Ayes, 0 Nays, 2 Absent – Holewinski and Young.

**STUDENT REPRESENTATIVES:** 2 Absent

**RESOLUTION #5 - 2015:** adopted

**RESOLUTION #6-2015 - REZONE PETITION #13-2014**

Ordinance Amendment offered by Supervisors of the Planning and Development Committee.

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

**WHEREAS**, the Planning & Development Committee, having considered Petition #13-2014, (copy attached) which was filed September 29, 2014, to amend the Master Zoning District Document and the Oneida County Official Zoning District Boundary Map, and having given notice thereof as provided by law and having held a public hearing thereon November 19, 2014 pursuant to Section 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes which are as follows:

To rezone land from District #2, Single Family to District #3, Multiple Family on property described as part of G.L. 8 & 10, Section 6, T38N, R11E, PIN TL-438-3, Town of Three Lakes, Oneida County, Wisconsin.

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

**WHEREAS**, the owners of the property would like to rezone their property to be consistent with neighboring property and;

**WHEREAS**, the owners of the property want to have the ability to rent their cottage on a weekly basis and;

**WHEREAS**, the Three Lakes Zoning and Advisory Committee, Planning Commission, and the Town Board have reviewed the rezone petition, listened to public comments, and recommended approval of the petition and;

**WHEREAS**, On November 19, 2014, the Planning & Development Committee held a Public Hearing, adjoining landowners were provided with a written notice of the change and the Planning and Development Committee tabled the petition in order to obtain additional information and;

**WHEREAS**, on December 3, 2014, the Planning & Development Committee listened to additional testimony from the owner, the Town of Three Lakes, and staff and;

**WHEREAS**; The Planning & Development Committee has reviewed the general standards as specified in Section 9.86F of the Oneida County Zoning & Shoreland Protection Ordinance and concluded that the standards have been met. The Planning & Development Committee recommends passage.

**NOW THEREFORE, THE ONEIDA COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS:** Petition #13-2014:

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: The 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 the ordinance shall not be affected thereby.

Section 4: Rezone Petition #13-2014 is hereby adopted amending the Master Zoning District Document and the Oneida County Official Zoning District Boundary Map, by changing the zoning district classification from District #2, Single Family to District #3, Multiple Family on property described as follows:

Part of G.L. 8 & 10, Section 6, T38N, R11E, PIN TL 438-3, Town of Three Lakes, Oneida County, Wisconsin.

The County Clerk shall, within seven (7) days after adoption of Rezone Petition #13-2014 by the Oneida County Board of Supervisors, cause a certified copy thereof to be transmitted by mail to Three Lakes Town Clerk.

Approved by the Planning and Development Committee this 17th day of December, 2014.

**ROLL CALL VOTE:** 19 Ayes, 0 Nays, 2 Absent – Holewinski and Young

**STUDENT REPRESENTATIVE:** 2 Absent

**RESOLUTION #6- 2015;** adopted

**RESOLUTION # 7-2015**

Resolution offered by Labor Relations Employee Services Committee.

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

**WHEREAS**, the Labor Relations and Employee Services Committee (hereinafter, "Committee), Attorney Patrick Henniger, Human Resources Director, Finance Director, and Corporation Counsel have met on several occasions with representatives of the Oneida County Protective Association employees bargaining unit represented by WPPA (hereinafter, "Association"); and

**WHEREAS**, the Committee and the Association have reached a tentative agreement concerning the contract for calendar years 2015, 2016 and 2017; 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 Association.

**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 2015, 2016 and 2017 as negotiated between the Committee and the Association.

**BE IT FURTHER RESOLVED**, the Union's contract for the years of 2015, 2016 and 2017 shall incorporate the following principal changes, modifications and improvements:

Voluntary settlement effective from January 3, 2015 through December 31, 2017.

1. Revise **Section 7.08 – Special Activity Compensation** as follows:

Section 7.08 - Special Activity Compensation: Special Activities for the purposes of this section shall include all time spent training (excluding out of county travel time to attend training), or performing duties associated with the following special activities: Drug Abuse Resistance Education, Field Training Officer, Special Response Team (including IC and negotiators), Bomb Squad, Dive Team, Crime Prevention Officer, and Certified Tactical Instructors (e.g., Firearms, Defense and Arrest Tactics, Vehicle Contact, Professional Communication, and Emergency Vehicle Operations Course). Employees performing Special Activities shall earn one (1) hour of pay, for each five (5) hours cumulative, worked in such activity(s).

2. Revise **Section 7.09 – Voluntary Employees Beneficiary Association (VEBA)** as follows:

Section 7.09 - Voluntary Employees Beneficiary Association (VEBA): The County will make a per pay period deposit in each employee's VEBA account equal to \$91.66 (Upon ratification January 3, 2015), \$93.04 (January 2, 2016), \$94.90 (December 31, 2016). The deposit amount shall be recalculated for each subsequent year of the agreement based upon the cost of living adjustment each year.

3. Delete **Section 9.04 – Meal Allowance**
4. Revise **Section 12.01 – Hospitalization** as follows:

Section 12.01 - Hospitalization: All employees who desire hospital and sickness insurance shall be included in the regular County program of hospital and sickness insurance now in force, or as the same may be hereinafter modified or improved, the County shall pay ninety-two percent (92%) of the premium and the employee will pay eight percent (8%) of the premium. Effective January 1, 2016, the County shall pay ninety-one percent (91%) of the premium and the employee will pay nine percent (9%) of the premium and effective January 1, 2017, the County shall pay ninety percent (90%) of the premium and the employee will pay ten percent (10%) of the premium.

5. Revise **Section 12.02 – Health Benefits at Retirement** as follows:

Section 12.02 - 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, 2011, and retires with a minimum of twenty (20) years of continuous service with Oneida County, at age 53 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, 2011 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 who are eligible to retire on or before December 31, 2011, 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, 2012, 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, 2013, 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, 2014, and thereafter, for up to seven (7) years. In addition to eligibility as noted above, retired employees may continue their retiree health insurance coverage for an additional thirty-six (36) months/three (3) years, provided they pay fifty percent (50%) of the monthly premium. 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 after December 31, 2014 shall be placed on the same group health insurance plan as active employees each year until they are eligible to participate in the Federal Medicare Program. Grandfather Clause: Employees eligible to retire on or before December 31, 2014 will be allowed to continue insurance coverage under Plans A, B, or C based on how they meet the qualifications listed in number 1 above for each plan.

- a. Plan A: Low deductible plan 250/500/500
- b. Plan B: High deductible plan 1000/1500/2000
- c. Plan C: High deductible plan 1000/1500/2000 with office copays

4- 3. Grandfather clause: The retirement age of 53 shall be reduced to age 50 for that select group of employees actively employed on January 1, 2002, under the following conditions: (1) who qualify for and take an early retirement under the W.R.S. rules, and (2) with a minimum age of 50 and continuous years of service with Oneida County added together total 80 and (3) who meet all other requirements as described in this section.

2- 4. 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 deposit Twelve Thousand Dollars (\$12,000) into the employees Voluntary Employees Beneficiary Association (VEBRA) Account upon retirement, or no later than December 31, 2013, for any employee eligible to retire according to the provisions of 12.02 Retiree Health Insurance on or before December 31, 2016.~~

6. Delete **Article 13 – Clothing and Maintenance Allowance.**

7. Add **Section 13.01 – PPE, Uniform and Maintenance Allowance** - as follows:

Section 13.01 – PPE, Uniform and Maintenance Allowance: The County shall provide a new deputy hired into the Sheriff's Department with an initial uniform and equipment as prescribed in Appendix "B" for his or her first year and fifty (\$50.00) dollars for the maintenance of issued uniforms in January beginning the second calendar year with the Department. Thereafter, all bargaining unit employees shall receive \$600.00 per year, the same to be used as uniform and maintenance allowance, including dry cleaning expenses which shall be paid on the payday next following the first day of January of the contract year. The uniform and maintenance allowance reimburses employees for acquiring, replacing or cleaning those items which are identified as set forth in Appendix "B", Deputy Sheriffs required to work in civilian clothes shall also receive the uniform and maintenance allowance as outlined in this section. The Sheriff's Department will re-issue and/or replace uniforms, personal protective equipment and tools damaged beyond repair in the performance of duties as set forth in Appendix "B",. Partial payment shall be prorated on a monthly basis for employees who terminate during the contract year.

8. Revise **Section 15.01 – Retirement Fund (Protective occupation Participants)** – as follows;

Section 15.01 – Retirement Fund (Protective occupation Participants): All employees shall continue to be covered by the Wisconsin Retirement Fund Program applicable to members of the Oneida County Sheriff's Department. Beginning on the April 28, 2012 pay period, each employee shall pay four percent (4%) of employee's gross wages/salary towards the employee-required Wisconsin Retirement System (WRS) contribution under Wis. Stat. §40.05(1)(a). Effective January 1 2013, each employee. Employee's shall pay the entire employee-required WRS contribution established for protective occupation participants with Social Security, but no more than the general employee contribution rate, as set forth in Wis. Stat. § 40.05(1)(a).

9. Revise **Section 20.01 – Duration** – as follows:

Section 20.01 - Duration: This Agreement shall become effective January 4, 2012 ~~5, 3, 2015~~ and shall remain in effect through ~~January 4, 2015~~ December 31, 2017. All subsequent labor agreements shall begin the first day of the pay period closest to January 1st. The County agrees to not reduce the workday or workweek hours of bargaining unit employees during the term of this Agreement and Grievance 09-00367 is withdrawn by the Association.

10. Delete the last page of addendums to the contract regarding Health Plan Summary.

11. Update Appendix A as follows:

## APPENDIX A

### DEPUTY ASSOCIATION WAGE SCHEDULE Effective January 3, 2015

| <u>CLASSIFICATION</u> | <u>Start</u> | <u>1st Year</u> | <u>2nd Year</u> | <u>3rd Year</u> |
|-----------------------|--------------|-----------------|-----------------|-----------------|
| Detective Sergeant    | \$27.34      | \$27.56         | \$27.87         | \$28.15         |
| Sergeant              | \$27.34      | \$27.56         | \$27.87         | \$28.15         |
| Patrolman             | \$23.15      | \$23.91         | \$24.64         | \$25.40         |

### DEPUTY ASSOCIATION WAGE SCHEDULE Effective January 2, 2016

| <u>CLASSIFICATION</u> | <u>Start</u> | <u>1st Year</u> | <u>2nd Year</u> | <u>3rd Year</u> | <u>4th Year</u> |
|-----------------------|--------------|-----------------|-----------------|-----------------|-----------------|
| Detective Sergeant    | \$27.75      | \$27.98         | \$28.28         | \$28.57         | \$29.14         |
| Sergeant              | \$27.75      | \$27.98         | \$28.28         | \$28.57         | \$29.14         |
| Patrolman             | \$23.50      | \$24.27         | \$25.01         | \$25.78         | \$26.29         |

### DEPUTY ASSOCIATION WAGE SCHEDULE Effective December 31, 2016

| <u>CLASSIFICATION</u> | <u>Start</u> | <u>1st Year</u> | <u>2nd Year</u> | <u>3rd Year</u> | <u>4th Year</u> |
|-----------------------|--------------|-----------------|-----------------|-----------------|-----------------|
| Detective Sergeant    | \$28.30      | \$28.54         | \$28.85         | \$29.14         | \$29.72         |
| Sergeant              | \$28.30      | \$28.54         | \$28.85         | \$29.14         | \$29.72         |
| Patrolman             | \$23.97      | \$24.75         | \$25.51         | \$26.29         | \$26.82         |

12. Update Appendix "B" as follows:

#### APPENDIX "B"

The following items are issued to all new Deputy Sheriffs upon being hired:

1. Brown Stetson Hat with silver cord, acorns, and plastic cover
2. Fur Winter hat
3. Winter Jacket
4. Rain Jacket (Inclement Weather Safety jacket)
5. DOT Approved Traffic Safety Vest with Sheriff Placard front and back
6. 3 pairs of brown BDU style trousers, Class B
7. 3 long sleeve brown shirts, Class B
8. 3 short sleeve brown shirts, Class B
9. 1 pair of silver tan trousers, with brown stripe, Class A
10. 1 long sleeve brown shirt, with Silver tan pocket flaps and epaulets, Class A
11. 1 short sleeve brown shirt, with silver tan pocket flaps and epaulets, Class A
12. 2 silver tan ties
13. Tan colored special duty polo shirt
14. Dark brown special duty shorts
15. 2 silver name plates (first initial and last name)
16. 1 silver whistle
17. 1 silver whistle lanyard
18. 2 sets of silver collar brass (OCS)

19. 2 silver Deputy Sheriff Badges (for jacket and shirt)
20. 1 small silver hat badge (for Stetson or fur cap)
21. 1 basket weave black pants belt
22. 1 Sam Browne duty belt
23. 1 high retention holster
24. 1 double magazine pouch
25. 1 D cell size flashlight ring
26. 1 radio holder
27. 1 double handcuff pouch
28. 2 pairs of handcuffs
29. Rubber glove pouch
30. Key retainer
31. 26" ASP Baton
32. Baton Holder
33. Stinger Flashlight
34. Stinger Flashlight Holder
35. OC Spray
36. OC Spray Holder
37. Tactical Knife
38. Tactical Knife holder (Single magazine pouch)
39. 4 belt Keepers
40. Duty Weapon – Glock .45 Caliber pistol
41. 3 ammo magazine for Glock .45
42. Off duty holster
43. Badge Holder with necklace
44. Citation Holder
45. Squad Clipboard
46. Equipment or Duty Bag
47. Portable Radio
48. Body Armor (Concealable and appropriate threat level)

The following items will be issued to new Sergeants or Detective Sergeants upon promotion:

1. Gold whistle lanyard
2. 2 Gold Sergeant Badges (5 point Patrol, 7 point Detective)
3. 2 sets of gold Sergeant collar chevrons (Jacket and shirt)
4. 1 gold Hat Badge (Stetson or fur cap)
5. 1 set of Gold cord and Acorns for Stetson hat
6. 1 gold Sam Browne belt buckle
7. Gold snaps for Sam Browne belt equipment
8. 9 sets of Sergeant chevrons (18 sew on Sergeant chevrons for uniforms and jacket)

Deputy Sheriffs, Sergeants, and Detective Sergeants are all given a uniform allowance to pay for the replacement of items listed above should they become worn beyond use. The Department also recognizes that equipment and uniforms will be replaced at department expense when they are damaged beyond repair in the performance of duties. When such an incident occurs the officer should immediately report the incident to their division commander with an explanation of how the damage occurred, and request replacement of the item. The Division Commander will decide whether the item was damaged in the performance of duties and should therefore be replaced.

The Department shall pay for replacement of the following equipment when it is expired or deemed no longer suitable for use:

1. Body Armor (concealable and with the appropriate threat level)
2. Duty Weapon and ammo magazines
3. Ammunition pouches
4. Portable Radio
5. Holsters
6. Traffic Safety Vest (DOT approved with Sheriff Placard front and back)

New members of the Oneida County Sheriff's Department shall receive full paid uniforms as follows:

#### PATROL ISSUE ITEMS

1. ~~Stetson hat with accessories.~~
2. ~~Fur winter hat with accessories.~~
3. ~~Winter jacket.~~
4. ~~Inclement weather safety jacket.~~
5. ~~Trousers (4).~~
6. ~~Shirt, short sleeve (4).~~
7. ~~Shirt, long sleeve (4).~~
8. ~~Special duty shorts.~~
9. ~~Special duty polo shirt.~~
10. ~~Name plates (2).~~
11. ~~Whistle with lanyard.~~
12. ~~Collar brass (2 sets).~~
13. ~~Shirt badge.~~
14. ~~Jacket badge.~~
15. ~~Sam Browne belt including with accessories.~~
  - a. ~~Holster (2)~~
  - b. ~~Magazine Pouch~~
  - c. ~~Flashlight Ring~~
  - d. ~~Handcuff Case~~
  - e. ~~Glove Pouch~~
  - f. ~~Key Retainer~~
  - g. ~~Baton with holder~~
  - h. ~~Flashlight with holder~~
  - i. ~~OC Spray with holder~~
  - j. ~~Knife with case~~
16. ~~Weapon.~~  
~~Ammo magazine (3)~~
17. ~~Handcuffs with keys (2 sets).~~
18. ~~Squad clipboard.~~
19. ~~Citation Holder~~
20. ~~Equipment/duty bag.~~
21. ~~Traffic template.~~
22. ~~Body armor concealed with carrier.~~
23. ~~Oneida County plat book.~~
24. ~~Oneida County rural road directory.~~

13. The Union shall ratify this agreement no later than January 31, 2015.  
A fiscal impact statement is attached hereto and made a part hereof.

Approved by the Labor Relations Employee Services Committee this 5th day of January 2015.

Offered and passage moved by: Cushing, Hintz, Paszak, Pederson and Fried.

Supervisor Rudolph questioned line 9 by asking what the acronym (WPPA) is? Lisa Charbarneau stated it stands for (Wisconsin Police Professionals Association.) Supervisor Rudolph requested when using acronyms the first time, that it would be spelled out.

**MOTION/SECOND:** VanRaalte/Rudolph to amend line 9 to spell out the definition of the acronym (WPPA) Wisconsin Police Professionals Association.

**ROLL CALL VOTE:** 19 Ayes, 0 Nays, 2 Absent – Holewinski and Young

**STUDENT REPRESENTATIVES:** 2 Absent

**MOTION:** passes

**ROLL CALL ON AMENDED RESOLUTION #7 2015:** 19 Ayes, 0 Nays, 2 Absent – Holewinski and Young.

**STUDENT REPRESENTATIVES:** 2 Absent

**AMENDED RESOLUTION #7- 2015:** adopted

**RESOLUTION # 8-2015**

Resolution offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee.

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

**WHEREAS**, Resolution #20-2014 did approve the Carlson Dettman Compensation Plan to be implemented for all General Municipal employees effective March 1, 2014; and

**WHEREAS**, the LRES Committee did indicate that there may need to be some adjustments made to the Compensation Plan once it was implemented to create a fair and equitable system; and

**WHEREAS**, Resolution #33-2014 did return all management positions within the Sheriff's Department to 1950 hours per year with benefits to remain based on a 1950 hour per year schedule while the LRES Committee continued to review compression issues within the Sheriff's Department and develop a workable solution; and

**WHEREAS**, with the vacancy of one of the Lieutenant positions in Sheriff's Office, the Sheriff, the Human Resources Director and the LRES Committee met and developed a wage schedule based on 2080 work hours per year for the position that resolved the compression issues for this position.

**NOW, THEREFORE, BE IT RESOLVED**, by the Oneida County Board of Supervisors that a wage schedule shall be added to the Exempt Wage Schedule for the Lieutenant position at Grade Level N1 as follows:

|      |        |        |        |        |        |        |        |
|------|--------|--------|--------|--------|--------|--------|--------|
| Step | 1      | 2      | 3      | 4      | 5      | 6      | 7      |
| Wage | 56,035 | 57,637 | 59,238 | 60,840 | 62,442 | 64,032 | 65,624 |
| Step | 8      | 9      | 10     | 11     | 12     | 13     | 14     |
| Wage | 67,226 | 68,827 | 70,429 | 72,030 | 73,632 | 75,234 | 76,835 |

**BE IT FURTHER RESOLVED**, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that this new wage schedule for the Lieutenant positions with benefits to remain based on a 1950 hours per year schedule.

**BE IT FINALLY RESOLVED**, by the Oneida County Board of Supervisors that all monies needed to place incumbent employees into the new Grade Level of N1 shall be covered by the current 2015 approved budget as per the fiscal impact statement attached.

Approved by the Labor Relations Employee Services Committee this 5th day of January, 2015.

Offered and passage moved by Supervisors: Cushing, Hintz Fried, Paszak, and Pederson.

**ROLL CALL:** 19 Ayes, 0 Nays, 2 Absent – Holewinski and Young.

**STUDENT REPRESENTATIVES:** 2 Absent

**AMENDED RESOLUTION #8-2015:** adopted

**RESOLUTION #9-2015**

Resolution offered by the Supervisors of the Labor Relations Employee Services (LRES) Committee.

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

**WHEREAS**, Resolution #20-2014 did approve the Carlson Dettman Compensation Plan to be implemented for all General Municipal employees effective March 1, 2014; and

**WHEREAS**, the LRES Committee did indicate that there may need to be some adjustments made to the Compensation Plan once it was implemented to create a fair and equitable system; and

**WHEREAS**, as part of the original study Carlson Dettman recommended a Grade Level T for the Exempt Schedule for the positions of Corporation Counsel and Human Resources Director based on the Job Description Questionnaires for both positions; and

**WHEREAS**, the LRES Committee wanted to wait until the County Board made a decision on whether to create a County Administrator position to determine if the Corporation Counsel and Human Resources Director positions job descriptions would be changed to reflect the creation and hiring of a County Administrator; and

**WHEREAS**, the County Board did not chose to create a County Administrator position and therefore recommends the addition of Grade Level T to the Exempt Wage Schedule placing both the Corporation Counsel and Human Resources Director positions in such Grade Level.

**NOW, THEREFORE, BE IT RESOLVED**, by the Oneida County Board of Supervisors that effective the day following passage of this resolution, that Grade Level T shall be added to the Exempt Wage Schedule for the Corporation Counsel and Human Resources Director positions as follows:

|      |        |        |        |        |        |        |         |
|------|--------|--------|--------|--------|--------|--------|---------|
| Step | 1      | 2      | 3      | 4      | 5      | 6      | 7       |
| Wage | 74,354 | 76,479 | 78,605 | 80,730 | 82,856 | 84,974 | 87,107  |
| Step | 8      | 9      | 10     | 11     | 12     | 13     | 14      |
| Wage | 89,232 | 91,338 | 93,464 | 95,589 | 97,715 | 99,840 | 101,966 |

**BE IT FINALLY 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 2015 as set forth in the fiscal impact statement which is attached hereto and made a part hereof with money to come from the contingency fund.

Approved by the Labor Relations Employee Services Committee this 5th day of January, 2015.

Offered and passage moved by Supervisors: Cushing, Hintz, Fried, Paszak and Pederson.

**MOTION/SECOND: VanRaalte/Fried** to return Resolution #9-2015 to the LRES Committee to consider removing the position of Human Resource Director from the Resolution and to work jointly with the Administration Committee to develop the job description of the position of the Administration Coordinator and a salary schedule **commensurate** with the part-time nature of that position; and to develop an organizational chart to define management hierarchy within the County and the chain of command relative to the Administrative Coordinator.

Discussion points on motion and Resolution #9-2015:

- Resolution #9-2015 was based on the recommendation of Carlson Dettman based on the discussion if the County Board would vote for a County Coordinator.
- Separation of the two positions in the Resolution #9-2015 (Corporation Counsel and Human Services Director) bring them back as two separate Resolutions.
- Separation of the Administration Coordinator and the Human Services Director positions.
- It was also felt by some County Board Supervisors that in lieu of the outcome of the Evidentiary Hearing and cost to the County that this Resolution is not justifiable and is in bad timing.
- Passing this Resolution would send a bad message on how this County Board operates and the public could perceive this as a reward for these two positions.
- Look at the positions and not who is holding the positions or what happened in the Evidentiary Hearing.
- Process needs to be reviewed and the County Board needs to know the process. Explanation of the process to the County Board would help Supervisors understand why this Evidentiary Hearing got to this point and if it should have got to this point.
- Job clarification and the chain of command need to be discussed.

More discussion took place and Brian Desmond, Corporation Counsel, advised the County Board that there is a possibility of discipline pending and there is still a process and we need to be careful about when things are discussed while other matters are still pending. Be sure that anything related to the Evidentiary Hearing and the possibility of discipline is concluded before any discussion or review of the matter is undertaken. For legal purposes he does not want any statements to be made that could result in any problems with the procedures.

**ROLL CALL VOTE ON MOTION:** 6 Ayes, 13 Nays – Sorensen, Freudenberg, Timmons, Cushing, Paszak, Pederson, Jensen, Krolczyk, Kelly, Fried, Ives, Oettinger and Hintz. 2 Absent – Holewinski and Young

**STUDENT REPRESENTATIVE:** 2 Absent

**MOTION:** fails

**MOTION/SECOND:** Fried/ Sorensen to table Resolution #9-2015 until the County Board has reviewed the Evidentiary Process.

**MOTION/SECOND:** Fried/Timmons to rescind the original motion

**ROLL CALL:** 18 Ayes, 1 Nay – Cushing, 2 Absent - Holewinski and Young

**ORIGINAL MOTION:** Rescinded.

**MOTION/SECOND:** Timmons/Sorensen to table Resolution #9-2015 and refer back to the LRES Committee and bring back with the LRES Committee after the discussion of the process of the Evidentiary Hearing for final consideration of same resolution or different resolution.

**ROLL CALL VOTE:** 8 Ayes, 11 Nays – Krolczyk, Oettinger, Ives, Cushing, Intrepidi, Freudenberg, Jensen, Pederson, Paszak, Mott, and Hintz. 2 Absent – Holewinski and Young.

**STUDENT REPRESENTATIVES:** 2 Absent

**MOTION:** fails

**ROLL CALL ON RESOLUTION #9-2015:** 9 Ayes, 10 Nays – Oettinger, Ives, Fried, Sorensen, Kelly, Metropulos, Intrepidi, VanRaalte, Zunker and Rudolph, 2 – Absent Holewinski and Young.

**STUDENT REPRESENTATIVES:** 2 Absent

**RESOLUTION #9-2015:** fails.

**OTHER BUSINESS** – none.

**NEXT MEETING DATE AND TIME:** February 17, 2015 @ 9:30 a.m.

(unless a motion is made to change the starting time).

**ADJOURNMENT:**

**MOTION/SECOND:** Cushing/Rudolph to adjourn at 11:04 a.m. All “aye” on voice vote, motion carries.