

**AGENDA**  
**TUESDAY, OCTOBER 14, 2025, 9:00 A.M.**  
**EXECUTIVE COMMITTEE OF OCONTO COUNTY BOARD OF SUPERVISORS**  
**COUNTY BOARD ROOM #3041 – COURTHOUSE 3<sup>RD</sup> FLOOR – BLDG. A**  
**301 WASHINGTON STREET, OCONTO, WI 54153-1699**  
[www.ocontocountywi.gov](http://www.ocontocountywi.gov)

This is an open meeting of a Standing Committee of the Oconto County Board of Supervisors. Notice of this meeting was given to the public at least twenty-four hours prior to the meeting, by forwarding the complete agenda to the newspapers and to all news media who have requested the same as well as by posting. Copies of the complete agenda were available for inspection at the Office of the County Clerk and from the County's website calendar: [www.ocontocountywi.gov](http://www.ocontocountywi.gov)

1. Call to Order
2. Statement of Mission and Vision
3. Approval of Agenda
  - 3.1. Change of Sequence
  - 3.2. Removal of Items
4. Approval of Previous Meeting Minutes of July 30, 2025 (Enc.)
5. Communications
6. Review Chapter 2 Code of Ordinance County Board Rules (Enc.)
7. Approve County Board Compensation for the 2026-2028 Term (Enc.)
8. Discussion and possible action – County Board Supervisor Job Description, Duties and Responsibilities (Enc.)
9. Discussion and possible action on Next Steps for Strategic Planning (Enc.)
10. Discussion and possible action – Audio/Visual Workgroup (Enc.)
11. Approve the 2026 County Board and Committee Meeting Calendar (Enc.)
12. Closed Session: The Committee may convene into closed session, pursuant to Wisconsin Statute Sec. 19.85(1)(c), for the purpose of considering performance evaluation data of a county employee.
13. Return to Open Session: The Committee shall return to open session to conduct legal business, as allowed by Wisconsin Statute Sec. 19.85(2).
14. Announcements/General Information (No action to be taken)
15. Next Meeting Date
16. Adjournment

Any person wishing to attend the meeting who requires special accommodation because of a disability should contact the Oconto County Clerk's office at 920-834-6800 at least 24 hours before the meeting begins so that appropriate accommodations can be made.

Persons who are members of another governmental body, but who are not members of this committee, may attend this meeting. Their attendance could result in a quorum of another governmental body being present. Such a quorum is unintended and they are not meeting to exercise the authority, duties, or responsibilities of any other governmental body.

Courthouse Building "A" is located at the corner of Washington Street and Arbutus Avenue

c: Committee (FTP); County Administrator, Finance Director, Corporation Counsel, Media (via email); County Website; Central File, Official Posting Location (Physical Copy)

kp/Date Posted: 10/06/2025

**MINUTES**  
**WEDNESDAY, JULY 30, 2025**  
**EXECUTIVE COMMITTEE OF OCONTO COUNTY BOARD OF SUPERVISORS**  
**301 WASHINGTON STREET, COURTHOUSE BUILDING "A" ROOM #3041**  
**OCONTO WI 54153**

[www.co.oconto.wi.us](http://www.co.oconto.wi.us)

*(Draft minutes, not approved by Committee)*

COMMITTEE PRESENT: Al Sleeter, Administration Committee Chair; Tom Bitters, Health & Human Services Board Chair; David Christianson Highway Committee Chair; Tim Cole, Land & Water Resources Committee Chair; Guy Gooding, Property & Technology Committee; Dennis Kroll, Public Safety Committee Chair

COMMITTEE ABSENT: None.

OTHERS PRESENT: Richard Heath, County Administrator; Shelly Schultz, Human Resources Director; Kim Pytleski, County Clerk; Beth Ellingson, Corporation Counsel

**1. Call to Order**

Chair Sleeter called the meeting to order at 9:30 a.m.

**2. Statement of Mission and Vision**

Richard Heath, County Administrator, read the county mission and vision statement.

**3. Approval of Agenda**

**3.1. Change of Sequence** – None.

**3.2. Removal of Items** – None.

Motion by Cole/Gooding to approve the agenda as presented. The motion was voted on and carried.

**4. Approval of Minutes of Previous Meeting**

Motion by Gooding/Christenson/Bitters to approve the March 11, 2025, minutes as presented. The motion was voted on and carried.

**5. Communications**

- Shelly Schultz, Human Resources Director, read a letter dated July 15, 2025, addressed to Al Sleeter, Chair; Kim Pytleski, County Clerk; Todd Skarban, Sheriff; and Richard Heath, County Administrator, from Tanya M. Peterson, County Treasurer, notifying of her resignation effective August 8, 2025; treated as information to the committee.
- Heath informed the committee of the other Treasurer's Office resignation, Christina Gardebrecht, Administrative Assistant I resigned effective August 1, 2025; treated as information to the committee.

**6. Filling Upcoming Vacancy of the Office of the County Treasurer**

Chair Sleeter informed the committee the options for filling vacancies in elective county offices is found under Wis. State Stat. §17.21(3). Kim Pytleski, County Clerk, reviewed the timeline and process for calling for a special election. Committee discussed the option of appointment vs calling a special election, qualifications of office, duties as found under Wis. State Stat. §59.25, statutory deadlines, and timelines until vacancy is filled. Motion by Kroll/Christensen to recommend filling the vacancy of Oconto County Treasurer with an application and appointment process for the residue of the unexpired term. Following discussion, the motion was voted on and carried. A resolution with this recommendation will be forwarded to the full county board for consideration at the August 21, 2025, meeting.

**7. Announcements/General Information (No action to be taken)** – None.

**8. Next Meeting Date**

Next meeting will be held Thursday, September 18, 2025, at 1:00 p.m.

**9. Adjournment**

Chair Sleeter declared the meeting adjourned at 10:09 a.m.

**ORDINANCE – O2024-03-01**

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

Re: **Chapter 2 Code of Ordinance County Board Rules**

WHEREAS, the Executive Committee has reviewed Chapter 2 Code of Ordinance County Board Rules and recommends the following amendments.

NOW, THEREFORE, the Oconto County Board of Supervisors does hereby ordain as follows:

SECTION 1: Chapter 2 Code of Ordinance County Board Rules is amended as follows:

**RULES OF THE OCONTO COUNTY  
BOARD OF SUPERVISORS  
Adopted 03/21/2024**

**2.103 COUNTY BOARD RULES**

Section 2.103 through Section 2.118 of the code shall be collectively known as the "Rules of the Board".

**2.104 MEETINGS, QUORUM, ROLL CALL**

- (a) In addition to those meetings set by statute, the County Board shall meet monthly on the third Thursday after the first Monday, alternate, fourth Thursday after the first Monday, unless adjourned at a previous meeting specified otherwise. The annual meeting shall be the last Thursday of October for the purpose of adopting the budget and conducting any other business permitted by law.
- (b) If a quorum be not present, the members may adjourn from time to time until there is a quorum. A quorum shall constitute a majority of the members.
- (c) The Clerk of the Board shall provide a roll call of, and a voting record of, all members of the Board through the use of the electronic voting and roll call system.
- (d) The Clerk of the County Board may electronically record the audio of the County Board meetings.
- (e) The County Board Chair may allow the members to attend meetings virtually, by designating a meeting as a "virtual meeting" on the meeting's agenda.
- (f) Supervisors unable to attend a meeting shall contact the County Clerk's office to notify of the absence.

**2.105 ORGANIZATION MEETING**

- (a) At the organization meeting the chair or in the absence thereof, the vice chair of the previous Board shall call the new Board to order. If neither be present, the members present shall choose another member to be the temporary chair, and call the meeting to order.
- (b) The order of business shall be:
  - (1) Call to Order and Roll Call.
  - (2) Adoption of standing rules and the County Financial Management Policy.

- (3) The chair is relinquished to the County Administrator to run the election and the Clerk will serve as ballot clerk, election by secret written unidentified ballot for a two-year term in even numbered years of:
- (A) Permanent chair
  - (B) Permanent vice-chair
  - (C) Election of the board chair and vice chair shall be as follows:
    - (i) The election for both positions shall be chaired by the County Administrator.
    - (ii) Nominations may be made from the floor nominating oneself or another supervisor, or a supervisor may indicate interest in the position by submission of a letter to be read by the clerk.
    - (iii) No second is required but is allowed to show support.
    - (iv) Nominating and seconding speeches of no more than two minutes each are allowed.
    - (v) A motion to close the nominations is in order after a reasonable amount of time has been given and no one is seeking the floor; a second is in order; a two-thirds vote is required to then close the nominations. [There is no requirement to ask three times for additional nominations.]
    - (vi) Each candidate for office may address the group with a brief statement before balloting begins.
    - (vii) If only one candidate has been nominated, the chair may accept a motion to close the nominations and cast a unanimous ballot.
  - (D) Vacancy in the office of Chair/Vice Chair
    - (i) In the event of vacancy in the office of the Chair of the Board, the Vice Chair shall become the Chair for the remainder of that term in office.
    - (ii) In the event of vacancy in the office of the Vice Chair of the Board, the Chair shall appoint a Vice Chair for the remainder of that term in office, subject to approval by a majority of the County Board.
- (4) Committee appointments:
- (A) Appointment for alternating three-year terms to the Health & Human Services Board of two County Supervisors, appointed by the County Board Chair, and one Oconto County community member, appointed by the County Administrator, with confirmation by the Oconto County Board of Supervisors.
  - (B) Appointment of all other committees by the County Board Chair or County Administrator, as prescribed by state statute.
- (5) Confirmation of committee appointments by the County Board.
- (6) Such other business as may legally be brought before the organization meeting in the order prescribed under Rule IV following "Roll Call".

**2.106 COMMITTEES**

- (a) The following committees and board shall be named at the organization meeting:

Administration  
Health & Human Services Board  
Highway  
Land & Water Resources  
Property & Technology  
Public Safety

- (b) The chair of each of these Committees/Boards shall be a member of the County Board and serve on the Executive Committee

**2.107 ORDER OF BUSINESS**

The general order of business of Board meetings shall be:

- (a) Call to Order and Roll Call

- (b) Pledge of Allegiance

- ~~(c)~~ Invocation

- ~~(e)~~~~(d)~~ Statement of Mission & Vision

- ~~(e)~~~~(e)~~ Presentation of Awards and Recognition

- (e) The hearing of petitions, communications and disposition by reference to the appropriate committees by the chair. All written communications for the Board's consideration shall be filed with the County Clerk at least 5 days prior to the County Board Meeting. Written communications filed less than 5 days prior to the regular County Board Meeting shall be read at the next regular County Board Meeting unless authorized by the County Board Chair. Communications that pertain to a specific agenda item shall be read when that agenda item is brought up for consideration. Petitions and communications pertaining to a resolution or ordinance that required the Board to hold a public evidentiary hearing prior to consideration shall be read only if the party submitting the same testified at the required public hearing and only if the information in the communication or petition was presented at the public hearing. Communications that identify a specific item of concern for further consideration by the County Board at a later date may be referred to the appropriate standing committee as a communication consistent with section 2.109(b). The committee will determine what action, if any, should be taken to address the subject of the communication.

- (f) Consent Agenda

- (1) Removal of Items from Consent Agenda

- (2) Approval of Consent Agenda

- (g) Regular Agenda

- (1) Change in Sequence

- (2) Removal of Items

- (3) Approval of Regular Agenda

- (h) Approval of Previous Meeting Proceedings

- 170  
171 (i) Consideration of committee and departmental reports including those not previously submitted to  
172 the Board by mail.  
173  
174 (j) Resolutions or ordinances postponed to a date certain.  
175  
176 (k) Consideration of resolutions or ordinances previously submitted to the Board members by mail.  
177  
178 (l) Consideration of resolutions or ordinances not previously submitted to the Board members by mail  
179 in accordance with open meeting laws.  
180  
181 (m) Announcements/General Information (No Action to be Taken).  
182  
183 (n) Adjournment.  
184

185 **2.108 MINUTES**

186  
187 The County Clerk shall keep the minutes of the County Board meetings.  
188

189 **2.109 PRESERVING ORDER**

- 190  
191 (a) The chair shall preserve order and decide questions of order subject to appeal of the Board, and  
192 shall vote on all questions, except on appeals from the Chair's own decisions.  
193  
194 (b) The chair without calling for a vote shall refer all matters (except reports and resolutions or  
195 ordinances) that come before the Board to the appropriate committee, unless otherwise ordered by  
196 the Board.  
197

198 **2.110 VOTING**

- 199  
200 (a) Elections shall be by ballot for:  
201  
202 (1) Elections of Chair and Vice Chair.  
203  
204 (b) Voting on all other matters shall be by ayes and nays through the use of electronic voting and roll  
205 call system. Unless otherwise provided by statute, ordinance or rule, majorities (1/2) and  
206 supermajorities (2/3 or 3/4 ) are calculated on the basis of the number of votes cast.  
207  
208 (c) Abstentions:  
209  
210 (1) Members shall abstain from voting on any matter in which the member has a conflict of  
211 interest. Conflict of interest is defined as a situation in which a member is in a position to  
212 derive personal benefit (usually economic) from actions or decisions made in their official  
213 capacity.  
214  
215 (2) Members may abstain from voting for any other reason; however, in accordance with  
216 subsection (b) above, an abstention will not be counted as a vote cast and therefore will  
217 have no effect on the calculation of a majority or a supermajority.  
218  
219 (d) When the vote on any question is a tie, it shall be deemed to have been lost. Any member voting  
220 on either side of the question may move to reconsider the question by a 2/3 vote, but such motion  
221 shall be made and acted on the same County Board day, and shall not thereafter be made. When  
222 a question has once been determined, any member voting with the majority may move to reconsider  
223 the question by a 2/3 vote, but such motion shall be made and acted on the same County Board  
224 Day and shall not thereafter be made.  
225

- 226 (e) The Board may consider questions defeated at a prior Board meeting under the following  
227 circumstances:  
228 (1) The Board suspends its Rules to consider the question, or  
229  
230 (2) Six months has expired from the date the question was defeated; or  
231  
232 (3) New evidence is presented to the Board which could not have been or was not through  
233 excusable error or neglect presented to the Board at the meeting where the question was  
234 defeated. The person or committee sponsoring the question has the burden of establishing  
235 that the evidence is new and that it could not or was not through excusable error or neglect  
236 presented to the Board at the meeting where the question was defeated.  
237  
238 (f) No vote shall be taken on any orally presented motion or resolution or ordinance until the clerk has  
239 written it out in full and read it back to the Board, so as to give the Board a clear statement and the  
240 proceedings a correct record.  
241  
242 (g) No motion shall be debated or put to vote unless it has been seconded.  
243  
244 (h) After a motion shall be stated by the chair, it shall be deemed in possession of the Board, but it may  
245 be withdrawn at any time before amendment or decision by the sponsoring committee. If withdrawn,  
246 it shall not be entered upon the minutes.  
247  
248 (i) When a motion is under debate no motion shall be received except to amend, to lay on the table,  
249 to postpone indefinitely, to postpone to a day certain or adjourn.  
250  
251 (j) If the question before the board contains several points, any one member may have it divided upon  
252 verbal request to the Chair.  
253  
254 (k) In all cases when an order, resolution or ordinance or motion shall be entered on the minutes of the  
255 Board, the name of the member moving the same and the second shall be entered on the minutes.  
256  
257 (l) All questions, except privileged questions, shall be put in the order in which they are moved, unless  
258 otherwise directed by the Board.  
259  
260 (m) When a motion to close debate or to call for the previous question is made, those supervisors who  
261 have requested to be recognized prior to said motions being made by depressing his or her call  
262 light, will be allowed to address the Board. ~~The Chair shall not recognize any other Board members~~  
263 ~~subsequent to the motions of closing debate or calling for the previous question being made. The~~  
264 ~~motion to close debate or to call for the previous question requires a second, is debatable, and~~  
265 ~~must pass by a 2/3 vote of members present.~~  
266  
267 (n) Committee or departmental reports shall or shall not become a part of the official printed  
268 proceedings of the Board at the discretion of the chair and County Clerk.  
269  
270 **2.111 ADDRESSING THE BOARD**  
271  
272 (a) Whenever any member desires to speak to the Board, that member shall first inform the chair  
273 through the electronic voting and roll call system. The member who shall address the chair first,  
274 shall speak first. That person shall confine remarks to the subject and not deal in personalities.  
275 When called to order that person shall not be allowed to proceed without permission of the chair.  
276  
277 (b) When anyone not a member desires to address the Board, permission to do so must be asked by  
278 a board member, and pertain to an agenda item. Such person may address the Board with a time  
279 limit not to exceed three minutes. Such person may not participate in the debate thereafter, but may  
280 respond to questions from board members concerning agenda items. Persons desiring to address  
281 the Board regarding a resolution or ordinance that required the Board to hold a public evidentiary  
282 hearing prior to consideration may only address the Board if he or she testifies at the required public

**Commented [KP1]:** Request the last line be struck or rewritten to follow Roberts of Order. Motion to call the question is debatable and requires 2/3 vote.

hearing and only if the information presented to the Board is the same as what was presented at the public hearing.

## **2.112 RESOLUTIONS AND ORDINANCES**

- (a) Resolutions or Ordinances sponsored by committees or individual members shall be in writing and filed with the clerk prior to the next meeting of the board. The clerk shall provide copies to the members for their information and consideration prior to the meeting. Resolutions or ordinances not previously submitted to the clerk shall be referred to an appropriate committee by the chair. The chair with the assistance of the clerk shall prepare the Agenda of all business to come before each board meeting and distribute same together with other materials as directed in the forepart of this paragraph. Late arriving resolutions may be placed on the agenda at the discretion of the Chair.
- (b) Any resolutions or ordinances presented for consideration at any meeting must bear the names of the members offering the same, or if by a committee, the name of that committee. However, the maximum number of names on any resolution or ordinance shall not exceed the number of members on any two given committees.
- (c) When a resolution or ordinance is taken up and is under consideration, the main question shall be "Shall the recommendations of the committee be adopted by the Board?" and unless specific amendments are offered in the usual parliamentary form, discussion shall be limited to adoption or rejection of the resolution or ordinance.
- (d) No account or claim against the county shall be audited and reported by any committee unless it is itemized, duly verified and filed with the clerk of the Board in the manner prescribed by law.
- (e) All bills against the county must be filed with the County Clerk on or before the first Monday of the month.

## **2.113 EMPLOYEE MATTERS**

- (a) The County Board shall by resolution establish the hours during which the county offices, except the courts, shall be open to the public.
- (b) Salaries and wages of all county personnel shall be determined by the county board as provided in Section 59.22 of Wisconsin Statutes after consideration and recommendation by the committee which has this assigned duty.
- (c) County employees shall be responsible to the County Administrator, in consultation with employees' respective home committee, who subject to the provisions of paragraph sub. (a) and sub. (b) above 1 have the authority to determine required work and working conditions for employees overseen by the committee. The County Administrator shall be responsible for selection, hire and discharge of employees, after consultation with employees' home committee and Oconto County Human Resources Director.
  - (1) The Administration Committee for all employees in the offices of Corporation Counsel, County Clerk, County Treasurer, Finance Department, Human Resources Department and Veteran Service.
  - (2) The Executive Committee for all employees in the office of County Administrator.
  - (3) Health & Human Services Board for all employees under their supervision and New View Industries.
  - (4) The Highway Committee for all office and other employees under their supervision.



- (5) Land & Water Resource Committee for all employees in the offices of Forest, Parks & Recreation, Land & Water Conservation, Land Information Systems, Planning & Zoning/Solid Waste, Register of Deeds, and UW Extension.
- (6) The Property & Technology Committee for all employees in the offices of Technology Services and Maintenance and care of county buildings and property under their jurisdiction.
- (7) The Public Safety Committee for all employees in the offices of Child Support, Circuit Court, Clerk of Courts, District Attorney, Emergency Management, Family Court Commissioner, Medical Examiner, Register in Probate, and Sheriff.
- (d) Paragraphs (a) through (e) inclusive, subject to the provisions of union working agreements where applicable.
- (e) Oconto County is an equal opportunity employer. It will not discriminate against any employee or applicant because of race, color, creed, national origin, age, gender, sexual preference or disability and will take affirmative action to ensure that applicants are employed and treated with regard to such. Oconto County adheres to the principles set forth in Title 1 of the Americans with Disabilities Act of 1990, and all State regulations, which pertain to employment practices. Oconto County Americans with Disabilities Act compliance coordinator shall be the Human Resources Director, who shall determine the appropriate compliance actions.

#### **2.114 ALTERATION OF RULES**

No rules of the Board shall be suspended, altered, or amended without the consent of two-thirds of the members present.

#### **2.115 ROBERTS RULES OF ORDER**

In all parliamentary questions raised during a session of the board, and which are not covered specifically by the foregoing rules, Roberts Rules of Order, Newly Revised shall act as a guideline.

#### **2.116 GOVERNING RULES**

These rules, and all amendments and additions thereto which may hereafter be made, shall govern the Board until altered or repealed.

#### **2.117 COMPENSATION**

Compensation of all Elected County Officials.

- (a) The amount of compensation, for Supervisors to be next elected, shall be fixed at the Annual Meeting (in odd numbered years) of the Board by a two-thirds vote of all its members. Compensation for Supervisors may be defined as per diems and/or salary to be paid to Supervisors in accordance with the County Financial Management Policy.
- (b) The Compensation of all other elected officials shall be fixed by the Board prior to the first day to circulate nomination papers for their respective offices.

#### **2.118 BUDGET GUIDANCE**

- (a) Administration Committee shall provide guidance and recommendations to County Board in June or July.
- (b) County Administrator and Finance Director will provide budget worksheets to departments in July or August.

- (c) Departments and Committees will develop budget proposal for County Administrator review in August and September.
- (d) County Administrator budget review with Committees in August and September. County Administrator shall provide a report at the September County Board regarding the status of the budget requests for the following year.
- (e) County Administrator shall meet with the Administration Committee in September and October to review. County Administrator final budget development in September or October.
- (f) Action on the County Budget will be only when the County Board is in session. No motion will be in order to adjust the Budget during Budget Hearing.

#### **2.119 DUTIES AND COMPENSATION OF COUNTY BOARD CHAIR**

- (a) The County Board Chair shall perform the duties of the office as set forth in 59.12, Wisconsin Statutes, and shall serve as Chair of the Administration and Executive Committees.
- (b) The Vice Chair shall have the duties and responsibilities as set forth in Sec. 59.12(2), Wis. Stats.
- (c) In the absence of the Chair, the County Board Vice Chair shall perform the duties of the office of the chair as set forth in 59.12, Wisconsin Statutes.
- (d) The County Board Vice Chair shall serve on the Administration Committee and may be appointed to serve on an additional standing committee.
- (e) The County Board Chair shall serve as an ex-officio member of all committees, commissions, and boards. The Chair's role as an ex-officio member shall be recognized when necessary to form a quorum while in attendance at meetings.
- (f) The County Board Supervisors shall receive an annual salary. The amount is to be set by the County Board at an annual meeting. The County Board Chair and Vice Chair salary shall be considered as compensation for attending various events, seminars, banquets, ceremonies, conventions, and meetings not covered under sections below. With exception of the Chair, Supervisors, including the Vice-Chair, as stated in 2.119(d), shall receive per diems for attending standing and non-standing committee meetings to which they are appointed.
- (g) In addition to the annual salary, the Supervisors of the County Board shall be entitled to the per diem and mileage as allowed to members of the board as set forth in the County Financial Management Policy.
- (h) All County Board Supervisors will be allowed to attend the WCA conferences and district meetings with expenses paid.
- (i) With the exception of the Chair and Vice-Chair, a Non-Standing Committee meeting per diem shall be paid for conferences and district meetings.

#### **2.120 DUTIES OF ALL COMMITTEES**

- (a) All committee/board meetings will be in compliance with Wisconsin's Open Meeting Law. All committees shall furnish the County Clerk with a copy of the full Agenda with all supporting documentation for their committee meeting for posting prior to the meetings. If a quorum is not present, members will adjourn. Members present are entitled to per diem and expenses. All committees/boards of the County Board shall keep a typewritten record of their meetings, including dates, attendance, matters considered and their action thereon in a Committee file in the office of the County Clerk and posted to the county website, [www.ocontocountywi.gov/co-oconto-wi-us](http://www.ocontocountywi.gov/co-oconto-wi-us), within ten (10) days of such meeting. Minutes shall include copies of bids/specifications and any other pertinent information. The County Clerk, or designee, shall record the minutes of all meetings.

- 453 (b) The following committees/board are designated standing committees of the board: Administration,  
454 Executive, Health & Human Services Board, Highway, Land & Water Resources, Property &  
455 Technology, and Public Safety. All other committees will be considered non-standing committees.  
456
- 457 (c) Audit all claims and accounts referred to them by the County Clerk.  
458
- 459 (d) Any committee that has the assigned duty of purchasing supplies, services and equipment for a  
460 department, an office or a group of offices, may name the Department Head or the County  
461 Administrator as their Purchasing Agent to such extent that seems to them to be most practical.  
462 Said Purchasing Agent shall use a uniform system of purchase orders to achieve maximum  
463 efficiency.  
464
- 465 (e) Board members or committees who desire to present resolutions to the County Board for  
466 expenditure of money in excess of any of the committees' or departments' current budget, shall first  
467 consult with the Administration Committee and the County Administrator.  
468
- 469 (f) All Committees shall refer to Section 2.113, paragraph (c), which lists specified responsibilities.  
470
- 471 (g) All Committee members shall file their Committee per diem and expense bills with the County Clerk  
472 by the first Monday of each calendar month.  
473
- 474 (g) Non-standing Committees of the County Board shall continue to function until their respective duties  
475 are performed.  
476
- 477 (h) To make reports and recommendations to the Board when in their judgment it is necessary, or if  
478 the Chair and the Board request them to do so.  
479
- 480 (i) To recommend to Administration Committee the establishment of new personnel positions with  
481 salary/wages.  
482
- 483 (j) To request County Board approval of hiring any additional personnel to an already existing position,  
484 except in emergency situations and/or when the position is fully state and/or federally funded.  
485
- 486 (k) To submit all requests for transfer of appropriations between budgeted items of an individual county  
487 office or department to the Administration Committee for review under Sec. 2.25(2).  
488
- 489 (l) To consult with the Property & Technology Committee on any project that will result in any electrical  
490 or plumbing changes, building modifications, additional space needs, building maintenance,  
491 communications systems or other related issues on a building under the control of the Property &  
492 Technology Committee.  
493
- 494 (m) Each standing committee shall submit a written annual report from each of their responsible  
495 departments to the County Board at the April board meeting. Each departmental report shall include  
496 financial, statistical and programmatic results of the preceding fiscal year.  
497
- 498 (n) All departments shall submit to the County Administrator, along with their annual budget requests,  
499 a report which indicates the department's program goals for the next budgetary year. The report  
500 shall also include an updated Mission Statement and Program Description.  
501
- 502 (o) To consult with the Administration Committee on any policy, procedure or issue that may result in  
503 any changes to wages, fringes, compensation or working conditions for employees as those issues  
504 may need to be negotiated with the unions.  
505
- 506 (p) To meet at such intervals as are deemed necessary to properly carry out its functions and  
507 responsibilities.  
508

- 509 (q) All non-member County Board supervisors who attend committee meetings shall be recognized by  
510 the Chair of the committee, if they wish to speak.  
511  
512 (r) All non-member County Board supervisors who attend committee meetings may remain in  
513 attendance during closed portions of the committee meeting, if they so choose.  
514

515 **2.121 ADMINISTRATION COMMITTEE**  
516

517 This Committee shall consist of four (4) members of the County Board, the County Board Chair, and the  
518 County Board Vice Chair. Its duties shall be:  
519

- 520 (a) To supervise the finances of the County in general, arrange temporary loans and approve  
521 investment of idle funds.  
522  
523 (b) To cause to be conducted, an annual audit of the County's financial statements in accordance with  
524 Auditing standards generally accepted in the United States and as required by OMB Circular A-133  
525 "Audits of States and Local Governments".  
526  
527 (c) To transfer funds as authorized by Sec. 65.90(5)(b), Wisconsin Statutes.  
528  
529 (d) To audit per diem vouchers.  
530  
531 (e) To audit all current claims and accounts against the County and the dog license fund (except where  
532 the Statutes of Wisconsin provide for settlement of such claims and accounts by other committees  
533 or offices). To approve and authorize payment of same pursuant to Sec. 59.52 (12)(a), Wis. Stats.  
534  
535 (f) To consult with the offices of County Clerk, County Treasurer, Corporation Counsel, Veterans  
536 Service, Human Resources, and Finance Director in matters pertaining to such offices.  
537  
538 (g) To consult with the County Administrator in the matter of adequate liability, property damage, fire  
539 and casualty, health, dental and life insurance coverage and bonds of all types deemed necessary,  
540 and to authorize the purchase of same in any manner, most advantageous to the County. (Sec.  
541 59.52(11) Wis. Stats.).  
542  
543 (h) To be familiar with and have knowledge of the property appraisal service which covers all personal  
544 property and real estate owned by the County.  
545  
546 (i) To act on all county library tax exemptions requests referred to the committee by the county board.  
547  
548 (j) To administer resolutions and ordinances relating to the classifications and compensation of  
549 employees and as the need arises recommend to the County Board changes and revisions of same.  
550  
551 (k) To recommend to the County Board not later than its September meeting the salaries or wages of  
552 all County employees and appointed county officers whose jobs or positions are listed in the  
553 Resolutions and Ordinances.  
554  
555 (l) To recommend changes in the salaries of elected County Officers to the County Board in  
556 accordance with the Sec. 59.22 Wisconsin Statutes.  
557  
558 (m) To recommend changes in the per diem of County Board Supervisors and supplemental salary of  
559 Board Chair at the annual meeting preceding the next supervisory election in accordance with Sec.  
560 59.03(3)(F) Wis. Statutes.  
561  
562 (n) To make an annual report to the County Board at its March meeting listing the annual compensation  
563 and fringe benefits of all full time county employees and officers.  
564

- 565 (o) To recommend desired changes in county office hours, employee vacations, sick leaves, other  
566 fringe benefits and policies relating thereto to the County Board, subject to provisions of the union  
567 working agreement where applicable.  
568  
569 (p) To negotiate the renewal of all union contracts and submit their recommendation to the County  
570 Board for approval.  
571  
572 (q) To meet at such intervals as deemed necessary to properly carry out its functions and  
573 responsibilities.  
574  
575 (r) To recommend approval or denial to the County Board, by resolution, the establishment of all new  
576 personnel positions with salary/wages/fringes,  
577  
578 (s) Act as the only county agency to formally negotiate labor contracts and other labor related matters  
579 directly with union representatives.  
580  
581 (t) To coordinate and oversee the agreement between Oconto County and the Oconto County  
582 Economic Development Corporation.  
583  
584 (u) To be responsible for all matters pertaining to Illegal Tax matters.  
585

586 **2.122 EXECUTIVE COMMITTEE**  
587

588 This committee shall consist of the six (6) chairs of the County Board Standing Committees, or designee(s),  
589 and oversee the County Administration department. Its duties shall be:  
590

- 591 (a) To act in place of the Oconto County Board when a County emergency declaration is declared and  
592 it is not feasible to convene a County Board meeting.  
593  
594 (b) To evaluate the performance of the County Administrator.  
595  
596 (c) To conduct redistricting every ten (10) years or as allowed by law.  
597  
598 (d) To recommend the changes or amendments to the standing rules of the Board which may become  
599 necessary and desirable from time to time and to do so at the March meeting of the Board.  
600  
601 (e) To recommend the appointment of a County Administrator; if and when a vacancy occurs.  
602  
603 (f) To meet the 2<sup>nd</sup> Tuesday in March following the 1<sup>st</sup> Monday and at such intervals as deemed  
604 necessary to properly carry out its function and responsibilities.  
605

606 **2.123 HEALTH & HUMAN SERVICES BOARD**  
607

608 The Health & Human Services Board shall consist of nine (9) persons of recognized ability and  
609 demonstrated interest in health & human services. Six (6) of the County Health & Human Services Board  
610 members shall be members of the County Board of Supervisors and appointed by the County Board Chair.  
611 The remaining three (3) members shall be consumers of services or citizens-at-large to be appointed by  
612 the County Administrator. No public or private provider of services may be appointed to the County Health  
613 & Human Services Board.  
614

615 The duties of the County Health & Human Services Board shall be:  
616

- 617 (a) Appoint committees consisting of residents of the county to advise the County Health & Human  
618 Services Board as it deems necessary.  
619  
620 (b) Recommend program priorities and policies, identify unmet service needs and prepare short-term  
621 and long-term plans and budgets for meeting such priorities and needs.

- (c) Prepare, with the assistance of the County Health & Human Services Director, a proposed budget for submission to the county administrator, a final budget for submission in accordance with Wis. Stats. Sec. 46.031 (1) for authorized services, a final budget for submission to the department of workforce development in accordance with Wis. Stats. Sec. 49.325 for authorized services, and a final budget for submission to the department of corrections in accordance with Wis. Stats. Sec. 301.031 for authorized juvenile delinquency-related services.
- (d) Advise the County Health & Human Services Director regarding purchasing and providing services and the selection of purchase of service vendors, and make recommendations to the county administrator regarding modifications in such purchasing, providing and selection.
- (e) Develop County Health & Human Services Board operating procedures.
- (f) Comply with state requirements.
- (g) Assist in arranging cooperative working agreements with persons providing health, education, vocational or welfare services related to services provided under this section.
- (h) Consult and advise with the County Administrator on matters pertaining to Commission on Aging.

#### **2.124 HIGHWAY COMMITTEE**

This committee shall consist of five (5) members of the County Board Sec. 83.015(1)(c). Its duties and powers shall be:

- (a) To be a policy-making body determining the broad outlines and principles governing administration and the county highway commissioner shall have the administrative powers and duties prescribed for the county highway committee including:
- (1) Purchasing and selling county road machinery as authorized by the county board.
  - (2) Determining whether each piece of county aid construction shall be let by contract or shall be done by labor.
  - (3) Entering into contracts in the name of the county.
  - (4) Making necessary arrangements for the proper prosecution of the construction and maintenance of highways provided for by the county board.
  - (5) Entering private lands with their employees to remove weeds and brush and erect or remove fences that are necessary to keep highways open for travel during the winter.
  - (6) Directing the expenditure of highway maintenance funds received from the state or provided by county tax.
  - (7) All other powers and duties identified in WI State Stats. §83.015 (2)(b).
- (b) To submit, as part of the annual report, their plans and estimated costs for construction and blacktopping of county trunk highways for the ensuing year at the April meeting of said Board.

#### **2.125 LAND & WATER RESOURCES COMMITTEE**

This committee shall consist of six (6) members. The composition of which shall be five (5) members of the county board and two (2) alternate County Board members to serve, with full power, only when a member is unable to vote because of a conflict of interest or when a member is absent, and one (1) member who engages in an agricultural use, as defined under s. 91.01(2)(a)1. To 7. with powers limited to matters pertaining to Land & Water Conservation. The alternate shall serve if the chair authorizes that the alternate

serve. The chair of the committee shall be notified of the need for an alternate at a reasonable time in advance. Alternate shall have the authority to vote on all matters and be paid the same per diem and mileage as other members regardless of length of hearing or meeting. The Committee shall oversee the Forest, Parks & Recreation, Land & Water Conservation, Land Information Systems, Planning and Zoning/Solid Waste, Register of Deeds, and UW Extension in accordance with Sec. 59.56 (3)(b) and Sec. 92.06(1)(b)2, Wis. Stats. The committee shall be responsible for policy direction for county land and water resources management. The committee shall provide policy direction and coordination for the Land and Water Resources department. Additionally, the committee is responsible for:

- (a) Adopting policies and procedures to provide for the effective provision of services to the public.
- (b) Directing the Department Heads to implement these policies and procedures.
- (c) Approving all division budgets and the Administrative Support Division budget.
- (d) Recommending County Board Resolutions/Ordinances pertaining to general policy and annual reports.
- (e) Developing policies and procedures in regard to the Administrative Support Division.
- (f) To consult with the Zoning/Solid Waste and land use control departments in matters pertaining to said departments.
- (g) Planning and Zoning. As set forth in Sec. 59.69, Wis. Stats. The Zoning Administrator shall also make an annual report on all their activities.
- (h) Solid Waste. As set forth in Chapter 15, Solid Waste Management of this ordinance. It shall also have the responsibility for the conduct of the Oconto County Recycling Programs.
- (i) To consult with the Forest, Parks & Recreation Department, the Land Information Systems Division and the Land Records office in matters pertaining to said departments.
- (j) To be responsible for the administration, use or disposition of County lands and parks, buildings and facilities located thereon, except those specifically assigned to some other committee.
- (k) To consult and advise with the Department of Natural Resources, similar federal and local agencies on cooperative programs and projects such as: parks, recreation areas, fish and game propagation and conservation, lake and stream improvement and dams. Supervise all such projects undertaken jointly or separately.
- (l) To have the Land and Forest Agent make an annual report on all their activities.
- (m) To appoint professionally qualified persons to the cooperative extension service staff in cooperation with College of Agriculture Sec. 59.56 (3).
- (n) To have general supervision of all County Extension Services, consult and advise with the Extension Agents, and approve a yearly program of work.
- (o) Consult and advise with the County Board Chair on matters pertaining to County Youth Fair.
- (p) To purchase by bid, contract or otherwise, all supplies and equipment necessary for the operation of its division in such manner which appears to serve the best interests in the County.

## **2.126 PROPERTY & TECHNOLOGY COMMITTEE**

This committee shall consist of five (5) members of the County Board. Its duties shall be:

- (a) To supervise the general maintenance, care and repair of the courthouse complex, jail building and grounds, and provide assistance for the Material Recovery Facility and Beyer Home property.
- (b) To purchase all furniture for the Courthouse complex and jail based upon the recommendation and quotes from the requesting committee.
- (c) To make recommendations to the County Board of any changes in space needs (construction or remodeling) of the Courthouse complex and jail and to allocate the efficient utilization of available office space in the Courthouse complex to the various departments and agencies.
- (d) To consult with the Technology Services Department in matters pertaining to said department.
- (e) Work with Technology Services Director to recognize and prioritize the Technology needs to Oconto County departments.
- (f) Review and approve technology related resolutions, ordinances, and policies submitted on behalf of the Technology services Department.
- (g) Review and make recommendation to County Board of major budgeted purchases per County Board rules.

#### **2.127 PUBLIC SAFETY COMMITTEE**

This committee shall consist of five (5) members of the County Board. Its duties shall be:

- (a) Its powers and duties shall be as set forth in Sec. 323.14 of the Wisconsin Statutes. Per 323.14(1)(a)(3) the Chair of the county board shall designate the chair of the committee.
- (b) To consult with the Sheriff on all matters pertaining to the Sheriff's Office.
- (c) To consult and advise in all matters pertaining to the Courts, Clerk of Courts, District Attorney, Family Court Commissioner, Court Commissioner, Family Mediation Director, Sheriff's Office, Child Support Agency and Emergency Management.
- (d) To purchase all equipment for the Sheriff's Office in any manner which serves the best interests of the county and authorize the purchase of operational supplies, except as provided for in the County Financial Management Policy.
- (e) The Public Safety Committee shall be responsible for controlling and directing all expenditures from the Jail Assessment Fund, pursuant to §302.46(2).

#### **2.128 BOARD OF ADJUSTMENTS (Non-standing)**

In accordance with §59.694, Wis. Stats., a local board of adjustments shall be created and composed of members as specified in Oconto County Code of Ordinances Chapter 14. In the event any meeting of the Board of Adjustment exceeds five (5) hours, members in attendance shall be entitled to 2.0 per diem for that meeting.

#### **2.129 JOINT SOLID WASTE (MAR-OCO) COMMITTEE (Non-standing)**

- (a) There shall be appointed a Joint Solid Waste MAR-OCO Committee, consisting of six (6) members. Three members shall be appointed by Marinette County at the April County Board meeting for a term of two years. Three members shall be appointed by Oconto County at the April County Board meeting for a term of two years. In the event a vacancy is created due to resignation, sickness, death, etc., the County shall appoint a member to complete the unexpired term. Any member may be removed by a 2/3 vote of the appointing Board. Members shall be compensated per their



792 respective County Board rules. The Joint Solid Waste MAR-OCO Committee shall, at their first  
793 meeting after April, annually elect from its members a Chair, Vice Chair, and Secretary.  
794

795 (b) The Joint Solid Waste MAR-OCO Committee shall adopt rules for conduct of their business.  
796 Roberts Rules of Order shall apply to conduct meetings. All statutory provisions pertaining to Open  
797 Meetings and Records shall be complied with. Each County shall be responsible for the  
798 development, implementation and enforcement of solid waste plans or ordinances pertaining to  
799 collection, transportation, resource recovery and recycling of solid waste within their respective  
800 County.  
801

802 (c) Both Counties jointly shall operate the MAR-OCO Landfill complying with all provisions of the  
803 approved plans for same and hereinafter, any directive or requirement of the Department of Natural  
804 Resources. To this end, the Committee shall: employ the necessary personnel to properly operate  
805 said landfill. Establish a personnel management plan pertaining to wages, hours, benefits and  
806 working conditions. The Committee may develop such plan with either or both Counties. Acquire  
807 the necessary equipment for operation and maintenance of the landfill. Enter into contracts where  
808 necessary for engineering, consultation, construction, operation and maintenance of the landfill.  
809 Enter into agreement with either or both County Highway Departments for use of equipment and  
810 facilities for the construction of the landfill and related work. Develop, adopt and enforce an  
811 ordinance pertaining to disposal at the MAR-OCO Landfill, and provide forfeitures and penalties for  
812 violations.  
813

814 (d) Both Counties jointly shall be responsible for the management of the MAR-OCO Landfill. To this  
815 end, the Committee shall: Establish an accounting system; enter into an agreement with either or  
816 both counties to utilize existing accounting and computer operations; designate accounting  
817 personnel; and establish auditing procedures. Appropriate funds for construction, operations and  
818 maintenance by bonding, loans or levy taxes via both County Boards. Establish a tipping fee to be  
819 charged (per ton) for disposal within the landfill. Establish and set aside funds for long-term landfill  
820 care and future operations. Accept funds derived from any State and Federal grant or assistance  
821 program.  
822

823 (e) Both Counties jointly shall be responsible for the management of the MAR-OCO Landfill. To this  
824 end, the Committee shall: Honor all existing contracts for their terms. May enter into renewal or new  
825 contracts pertaining to waste disposal within the landfill. This agreement shall be approved by each  
826 County Board of Supervisors. Amendments shall be in writing and subject to the same approval.  
827

828 (f) By acceptance of this agreement, Marinette and Oconto Counties jointly accept full responsibility  
829 for the MAR-OCO Landfill inclusive of all financial and legal liabilities.  
830

#### 831 **2.130 LOCAL EMERGENCY PLANNING COMMITTEE (Non-standing)** 832

833 (a) In accordance with §59.54(8), Wis. Stats., a local emergency planning committee shall be created  
834 and composed of members as specific in 42 USC 11001(c) and appointed annually in December  
835 by the County Board.  
836

837 (b) The Committee shall have all of the powers and duties established for such committees under 42  
838 USC 11000 to 11050 and under §§ 323.60 and 323.61, Wis. Statutes.  
839

#### 840 **2.131 VETERANS SERVICE COMMISSION (Non-standing)** 841

842 (a) The Veterans Service Commission shall consist of at least 3 residents of the County who are  
843 veterans initially appointed by the County Board Chair for staggered 3-year terms and thereafter  
844 the expiration of the terms of those first appointed shall annually on or before the 2nd Monday in  
845 December of each year appoint a member of the Commission for the term of 3 years.  
846

847 (b) The Veterans Service Commission shall have the powers and duties established for such  
848 commissions under §45.81, Wis. Statutes.

849 **2.132 CORPORATION COUNSEL**

- 850
- 851 (a) To be responsible for supervision of overall administration of the Oconto County Code of General
- 852 Ordinances.
- 853
- 854 (b) Shall provide legal advice and opinion on County issues to the County Board, Committees, or
- 855 Department Heads. Shall review all contracts for Oconto County.
- 856
- 857 (c) Represents the Department of Health & Human Services in Chapter 48, 51 and 55 matters; and in
- 858 Chapter 254, Environmental Health Matters.
- 859
- 860 (d) Represents the Child Support Agency in all Paternity, Support and Maintenance matters.
- 861
- 862 (e) Represents the Zoning Department in all Zoning Code violation matters.
- 863
- 864 (f) Represents the Treasurer's office in all Delinquent Tax/Land Sale matters.
- 865

866 **2.133 EMERGENCIES**

867

868 In emergency situations where immediate action is required in the interests of Oconto County, the County

869 Executive Committee may take such emergency actions. A complete report will be provided to the County

870 Board at their next meeting following the emergency action.

871

872 SECTION 2: This ordinance shall take affect after passage and publication as provided by law.

873

874 Submitted this 21st day of March, 2024.

875

876 By: EXECUTIVE COMMITTEE

877

878 Alan Sleeter, Chair

879 Thomas Bitters

880 David Christianson

881 Tim Cole

882 Doug McMahon

883 Dennis Kroll

884

885

886 *Electronically Reviewed by Corporation Counsel on 03.18.24 – BLE*

887

888 *Adopted by an electronic vote: 20 Ayes, 4 Nays, 6 Absent, 0 Abstain, 1 Vacant*

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7

Re: **Approve County Board Compensation for the 2026-2028 Term**

WHEREAS, compensation for Supervisors may be fixed at the Annual Meeting of the Board per the Rules of the Oconto County Board of Supervisors Sec. 2.117(a); and

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

|                         | <u>Yearly Salary</u> | <u>Per Diem</u>   |
|-------------------------|----------------------|---|
| County Board Chair      | \$15,000.00          | None  |
| County Board Vice Chair | \$5,500.00           | \$125/Standing Committee Meeting<br>\$75/Non-Standing Committee Meeting |
| County Board Member     | \$3,000.00           | \$125/Standing Committee Meeting<br>\$75/Non-Standing Committee Meeting |

Submitted this 30<sup>th</sup> day of October, 2025.

Alan Sleeter, Chair  
Tom Bitters  
David Christianson  
Tim Cole  
Guy Gooding  
Dennis Kroll

*Adopted by an electronic vote: \_\_\_\_\_ Ayes, \_\_\_\_\_ Nays, \_\_\_\_\_ Absent, \_\_\_\_\_ Abstain, \_\_\_\_\_ Vacant*

1 **RESOLUTION – R2023-10-08**

2  
3 To: The Honorable Chair and Members of the Oconto County Board of Supervisors

4  
5 Re: **Approve County Board Compensation for the 2024-2026 Term**

6  
7  
8 WHEREAS, the first day to circulate papers for the 2024-2026 County Board term is December 1,  
9 2023; and

10  
11 WHEREAS, compensation for Supervisors may be fixed at the Annual Meeting of the Board per  
12 the Rules of the Oconto County Board of Supervisors Sec. 2.117(a); and

13  
14 WHEREAS, no fringes or other compensation will be paid unless mandated by law; and

15  
16 WHEREAS, there is no fiscal impact to the 2023 budget; and

17  
18 WHEREAS, the Executive Committee recommends to the County Board to set the rates the same  
19 as the 2022-2024 term (listed below).

20

|                            | <u>Yearly Salary</u> | <u>Per Diem</u>                     |
|----------------------------|----------------------|-------------------------------------|
| 21 County Board Chair      | \$15,000.00          | None                                |
| 22                         |                      |                                     |
| 23 County Board Vice Chair | \$4,900.00           | \$100/Standing Committee Meeting    |
| 24                         |                      | \$60/Non-Standing Committee Meeting |
| 25                         |                      |                                     |
| 26 County Board Member     | \$2,400.00           | \$100/Standing Committee Meeting    |
| 27                         |                      | \$60/Non-Standing Committee Meeting |
| 28                         |                      |                                     |
| 29                         |                      |                                     |
| 30                         |                      |                                     |

31 THEREFORE BE IT RESOLVED THAT, the Oconto County Board of Supervisors hereby adopts  
32 the above recommendation of the Executive Committee.

33  
34 Submitted this 26<sup>th</sup> day of October, 2023.

35  
36 BY: EXECUTIVE COMMITTEE

37  
38 Alan Sleeter, Chair  
39 Tom Bitters  
40 David Christianson  
41 Tim Cole  
42 Doug McMahon  
43 Dennis Kroll  
44

45 *Electronically Reviewed by Corporation Counsel on 10.16.2023 - BLE*

46  
Adopted by an electronic vote: 27 Ayes, 1 Nays, 2 Absent, 0 Abstain, 1 Vacant: District #4

STATE OF WISCONSIN  
COUNTY OF OCONTO

I, Kim Pytleski, do hereby certify that the above is true and correct copy of the original now on file in the  
office of the County Clerk and that it was adopted by the Oconto County Board of Supervisors on this date.

DATE: 10/26/2023

Kim Pytleski, County Clerk

1 **RESOLUTION – R2021-11-09**

2  
3 To: The Honorable Chair and Members of the Oconto County Board of Supervisors

4  
5 Re: **2022-2024 County Board Compensation**

6  
7 WHEREAS, compensation for the next County Board term (April 2022 to April 2024) needs to be set by  
8 December 1, 2021; and

9  
10 WHEREAS, the existing compensation rates have been in effect since April 2018; and

11  
12 WHEREAS, the Executive Committee is recommending a change from fourteen standing committees to six  
13 standing committees and an Executive Committee made up of the Chairs of each standing committee and the  
14 County Board Chair; and

15  
16 WHEREAS, the Finance/Insurance Committee is recommending staying within the recommended 2022  
17 budget; and

18  
19 WHEREAS, no fringes or other compensation will be paid unless mandated by law; and

20  
21 WHEREAS, there is no fiscal impact to the 2022 budget; and

22  
23 WHEREAS, the Personnel & Wages Committee recommends to the County Board to set the rates as listed  
24 below for April 2022 to April 2024 term.

25

|    | <u>Yearly Salary</u>    | <u>Per Diem</u>  |
|----|-------------------------|--|
| 26 |                         |  |
| 27 |                         |  |
| 28 | County Board Chair      | \$15,000.00 None   |
| 29 |                         |  |
| 30 | County Board Vice Chair | \$4,900.00 \$100/Standing Committee Meeting                    |
| 31 |                         | \$60/ <del>Special</del> <b>Non-Standing</b> Committee Meeting |
| 32 |                         |  |
| 33 | County Board Member     | \$2,400.00 \$100/Standing Committee Meeting                    |
| 34 |                         | \$60/ <del>Special</del> <b>Non-Standing</b> Committee Meeting |
| 35 |                         |  |
| 36 |                         |  |

37  
38 THEREFORE BE IT RESOLVED THAT, the Oconto County Board of Supervisors hereby adopts the above  
39 recommendation of the Personnel & Wages Committee; **and**

40  
41 **BE IT FURTHER RESOLVED THAT, the Oconto County Board of Supervisors directs the County**  
42 **Clerk and Corporation Counsel to rewrite Oconto County Code of Ordinances Chapter 2 Sections to reflect**  
43 **the new committee structure.**

44  
45 Submitted this 10th day of November, 2021.

46  
47 BY: PERSONNEL & WAGES COMMITTEE

48 Gary Frank, Chair  
49 Rose Stellmacher  
50 David Christianson  
51 Karl Ballestad  
52 Elizabeth Paape  
53

54 *Electronically Reviewed by Corporation Counsel on 11.01.2021 - BLE*

55  
*Adopted by an electronic vote: 26 Ayes, 2 Nays, 3 Absent, 0 Abstain, 0 Vacant*

*STATE OF WISCONSIN*

*COUNTY OF OCONTO*

*I, Kim Pytleski, do hereby certify that the above is true and correct copy of the original now on file in the office of  
the County Clerk and that it was adopted by the Oconto County Board of Supervisors on this date.*

*DATE: 11/10/2021 Kim Pytleski, County Clerk*



## Oconto County Board of Supervisors Job Description

Draft 9/17/25 (Approved XXXXXX)

We are pleased that you have considered running for the position of Oconto County Board of Supervisors. It is both an interesting and highly responsible role in county government. Service as a County Supervisor is an honor and a trust which compels the office holder to serve the public through use of his or her judgment for the benefit of the public, and binds him or her to uphold the Constitution of the United States, the Constitution of the State of Wisconsin, and to carry out impartially the laws of the Nation, State and County. To help you better understand the roles and duties of this elected position, a job description has been created that provides a general overview of the primary functions of a County Board Supervisor.

Oconto County is a body corporate of the State of Wisconsin. The Board of Supervisors is the governing body of Oconto County. Oconto County has 31 districts, and the voters in each district elect one Supervisor to serve on the County Board for a two-year term. To be elected as a Supervisor, a candidate must be 18 years of age or older, non-felon, and be a resident of the supervisory district within which they are a candidate at the time election papers are taken out. The duties, powers and responsibilities of County Board of Supervisors are defined in Chapter 59 of the Wisconsin State Statutes and the Rules of the Board, contained in the Oconto County Code of Ordinances.

County Supervisors are expected to individually contribute to a collaborative effort to establish broad policy decisions that support the County's strategic mission and vision and advance the priorities of the County. Examples of such activities, include, but are not limited to:

- Taking part in the activities of the Board and serving on one or more Standing Committees or Special Committees, Boards and Commissions, as appointed by the County Board Chair;
- Participating in the process of debate and voting on proposed ordinances, resolutions, initiatives, and other motions in County Board and Committee meetings;
- Providing oversight and advice to the management of the County regarding delivery of County services while refraining from the involvement in the delivery, management or administration of daily operations of the County;
- Being responsive to the needs of their constituency through effective communication;
- Establishing priorities for the delivery of County services through the annual and capital improvement budgets.

It is important that County Supervisors understand their distinct role. A Supervisor's role, as part of the 31-member governing body, is to set policies that give guidance to Department Heads. Supervisors should never direct or interfere with an employee's daily work. All issues or concerns about a department's operation should be addressed at a committee meeting, or by the County Board Chair, or County Administrator.

County Supervisors, being representatives drawn from society at large, hold different views, values, and loyalties that may result in openly displayed disagreements. Personal integrity, courtesy, professionalism, and a willingness to work toward consensus on commonly accepted

goals are essential traits of County Board of Supervisors when striving toward positive outcomes through collective and not from individual action.

### **County Supervisors:**

- Are dedicated to the democratic ideals of honesty, openness, and accountability in all matters involving County government;
- Are willing to accept responsibility for decision-making that can affect many;
- Understand the County's mission, vision, priorities, challenges, needs, and demographics;
- Understand the difference between governance and management and accept that their role is to set policy while management carries out policy;
- Understand the importance of distinguishing between personal opinions and County Board positions when communicating with the public and the media, exert a good faith effort to communicate the full truth about County matters, and avoid structuring information to achieve a personal agenda;
- Practice confidentiality and the wise use of all media when engaging the public on sensitive county and staffing matters;
- Uphold ethical standards and act in the best interest of the county and its citizens;
- Refrain from speaking negatively about department heads in public that could result in the erosion of public trust and compromise their ability to perform their duties.
- Understand that expressing your individual opinions in public about staff could open the County up to litigation.
- Are good listeners and will speak about issues, but also recognize when discussion must be concluded and a decision must be made;
- Are committed to building community partnerships;
- Actively practice and support stewardship of the County's fiscal and natural resources by supporting public policy for the best use of land, water and air consistent with the public interests, community need and a vision for the future and adopt fiscal policies that promote the most effective, efficient and ethical use of public funds;
- Perform the duties of their office with fairness and impartiality to build public confidence in government;
- Support the principle of equal employment and oppose discrimination in all County operations;
- Strive to seek and consider citizen input; and
- Strive for excellence through continuous learning, seek opportunities to acquire skills and knowledge, and dedicate the time necessary to adequately attend to the assignments and duties of the office.

### ***Financial Health***

Supervisors have responsibility for the financial soundness of Oconto County and will review and approve all financial policies while ensuring that the budget, capital projects and financial projections are consistent with the County's mission.

### ***Strategic Direction/Mission Oversight***

The Supervisors have the responsibility to determine the future direction that the County will take to meet the changing needs of its residents. The Supervisors will, thru the annual budget review process, set priorities, outcomes and expectations on projects, initiatives, and investments that are essential to the long-term success and sustainability of County operations.

### ***Links***

Oconto County, Wisconsin: [Oconto County, WI | Official Website](#)

Wisconsin State Statutes: [Wisconsin Legislature: Chapter 59](#)





CESA 8

CESA8.org

(920)855-2114

223 West Park St., Gillett, WI. 54124

## **Oconto County Service Proposal**

**Prepared for: Richard Heath**

**Prepared by: Dave Honish and Aly Tress, CESA 8**

**Date: 9/4/25**

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### **Purpose of Proposal**

This proposal outlines a multi-phase strategic service plan designed to strengthen board governance, enhance leadership effectiveness, and align organizational activities with the Mission, Vision, and Values (MVV). The plan is structured around three key implementation phases, rooted in the five values, and centered on the needs of the stakeholders/the public.

This work will be initiated in collaboration with the Executive Committee and/or identified leads, serving as the strategic foundation for broader implementation and sustainability. The outcomes and insights generated will subsequently inform and influence engagement with the full board, county leadership, and key stakeholders to ensure alignment, coherence, and sustained impact across all levels of the organization.

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### **Grounding in MVV**

Our approach begins by grounding all planning and action in the organization's Mission, Vision, and Values (MVV). These will serve as the compass for decision-making, strategic alignment, and capacity building across all levels of leadership and governance.

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

**Vision:** An empowered community where safety, sustainability, and well-being are enhanced by our work.

The five key focus areas and values are:

1. Accountability
2. Excellence
3. Respect
4. Integrity
5. Teamwork

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## **Phase 1: Foundation & Framework Development**

### **1. Board Onboarding & Governance Framework**

**Objective:** To facilitate the creation of a sustainable and clear foundation for board operations and committee structures, along with training with the full board.

**Deliverables:**

- **Defined Purpose of Committees:** Clear articulation of why each board committee exists and how it supports the MVV.
- **Role Clarity:** A comprehensive outline of responsibilities for the identified internal leads, board members, officers, and committee participants.



- **Policy Education:** Foundational training on what constitutes a policy, its purpose, and scope in governance.
- **Board Job Descriptions/Code of Conduct:** Standardized descriptions aligned with organizational values and expectations.
- **Policy Governance Framework:** Introduction and/or refinement of a governance model that centers on accountability, delegation, and strategic direction.

**Stakeholder Benefit:** Ensures board effectiveness and credibility, enhancing public trust and responsiveness to community needs.

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## **2. Leadership & Management Training for Executive Committee/Committee Chairs and Department Leads**

**Objective:** To equip the executive committee or identified internal leads with critical leadership and strategic management competencies.

**Deliverables:**

- Executive Committee
  - Leadership training and coaching
  - Strategic decision-making and delegation training
    - Guide the scope of meeting agendas and discussions to ensure meaningful engagement and alignment with organizational priorities
    - A consistent and structured decision-making process will be implemented to promote clarity, efficiency, and fairness across all committee actions
    - Decisions will be made in a timely and transparent manner to foster ownership among committee members and support accountability throughout the organization
  - Conflict resolution and communication tools
  - Alignment of leadership actions with MVV
- Department Leads
  - Management training, including a staff communication plan and employee resources

**Stakeholder Benefit:** Builds executive capacity to lead effectively through change and challenge, reflecting stakeholder priorities.

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## **3. Communications Audit and Marketing/Communications Plan**

**Objective:** To thoughtfully identify current communication assets and develop a strategic, comprehensive communications plan that informs, engages, and meaningfully strengthens trust with internal stakeholders and the broader public. A communications audit is a thorough, systematic evaluation of an organization's communication processes, strategies, and tools, carefully designed to assess their overall effectiveness and clearly identify key areas for impactful improvement.

**Deliverables:**

- Webpage recommendations
- Branding and messaging rooted in MVV
- Internal and external communication priorities
- Public engagement strategy
- Social media and digital communication planning
- Feedback loop mechanisms with stakeholders
- Communications guide
-  Oconto County Communications Audit & Marketing/Communications Plan

**Stakeholder Benefit:** Strengthens public understanding, increases transparency, and reinforces community relationships.

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## **Phase 2: Implementation & Strategic Execution**

### **Values, Behaviors, Outcomes (VBOs)**

**Objective:** To facilitate the implementation of a VBO playbook to clarify specific behaviors and results aligned with the organizational values.

**Deliverables:**

- Training on VBOs
- Departmental and individual alignment workshops
- Monitoring and reporting mechanisms

**Stakeholder Benefit:** Promotes strategic alignment and internal accountability, while showcasing value-driven outcomes externally.

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## **Phase 3: Evaluation & Sustainability**

### **Evaluation Framework and Continuous Improvement Plan**

**Objective:** To facilitate an evaluation of progress, outcomes, and fidelity to MVV while establishing a culture of continuous learning.

**Deliverables:**

- Logic models and performance indicators
- Stakeholder-informed evaluation tools
- Annual evaluation report
- Strategy refresh process

**Stakeholder Benefit:** Demonstrates accountability and commitment to long-term impact and stakeholder value.

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## **Timeline and Costing**

### **Phase 1 \$14,000**

Board Onboarding & Governance Framework: November 2025 to January 2026

Leadership & Management Training: February to March 2026

Marketing & Communications Plan: April to June 2026

### **Phase 2 \$2,000 (\$2,000 base plus additional for mutually agreed-upon work beyond the scope)**

VBOs: July to September 2026

### **Phase 3 \$2,000 (\$2,000 base plus additional for mutually agreed-upon work beyond the scope)**

Evaluation Framework and Continuous Improvement Plan: October 2026 to January 2027

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## **Conclusion**

This phased service plan lays the groundwork for a stronger, more aligned, and responsive organization. By focusing on governance, leadership, communications, strategic objectives, and evaluation—each grounded in your MVV and driven by stakeholder needs—this proposal positions the organization for growth, sustainability, and deeper community impact.

**CivicPlus**

302 South 4th St. Suite 500  
Manhattan, KS 66502  
US

**Quote #:****Date:****Expires On:**

Statement of Work

Q-81374-1

8/14/2024 7:11 AM

11/30/2025

**Client:**

Oconto County, WI

**Bill To:**

Oconto County WI - CivicEngage

| SALESPERSON     | Phone | EMAIL                         | DELIVERY METHOD | PAYMENT METHOD |
|-----------------|-------|-------------------------------|-----------------|----------------|
| Christopher May |       | christopher.may@civicplus.com |                 | Net 30         |

## One-time(s)

| QTY  | PRODUCT NAME                        | DESCRIPTION                         |
|------|-------------------------------------|-------------------------------------|
| 1.00 | CivicPlus Media: Implementation Fee | CivicPlus Media: Implementation Fee |

## Recurring Service(s)

| QTY  | PRODUCT NAME                | DESCRIPTION  |
|------|-----------------------------|--|
| 1.00 | CivicPlus Media: Annual Fee | CivicPlus Media Annual Fee: Unlimited storage, unlimited users, up to 3 concurrent streams |

|   |              |
|---|--------------|
| Total Investment - Prorated Year 1            | USD 6,174.32 |
| Annual Recurring Services (Subject to Uplift) | USD 6,500.00 |

Total Days of Quote:287

|                               |  |
|-------------------------------|--|
| Initial Term                  | Beginning at signing and ending 6/22/2026,<br>Renewal Term 6/23 each calendar year |
| Initial Term Invoice Schedule | 100% invoiced at signing, to be<br>prorated based on signature date.               |

The Annual Recurring Services subscription fee for the Products (as described above) included in this SOW are prorated and co-terminated to align with the Client's current Municipal Websites billing schedule and the Annual Recurring Services amount will subsequently be added to Client's Term and regularly scheduled annual invoices under the terms of the Agreement.

This Statement of Work ("SOW") shall be subject to the terms and conditions of Master Services Agreement signed by and between the Parties and the applicable Solutions and Services Terms and Conditions located at: <https://www.civicplus.help/docs/civicplus-legal-stuff> (collective, the "Agreement"). By signing this SOW, Client expressly agrees to the terms and conditions of the Agreement, as though set forth herein.

Please note that this document is a SOW and not an invoice. Upon signing and submitting this SOW, Client will receive the applicable invoice according to the terms of the invoicing schedule outlined herein.

Client may issue purchase orders for its internal, administrative use only, and not to impose any contractual terms. Any terms contained in any such purchase orders issued by the Client are considered null and will not alter the Binding Terms, the Agreement or this SOW.

## Acceptance of Quote # Q-81374-1

The undersigned has read and agrees to the Binding Terms, which are incorporated into this SOW, and have caused this SOW to be executed as of the date signed by the Customer which will be the Effective Date:

For CivicPlus Billing Information, please visit <https://www.civicplus.com/verify/>

Authorized Client Signature

CivicPlus

By (please sign):

By (please sign):

\_\_\_\_\_  
Printed Name:

\_\_\_\_\_  
Printed Name:

\_\_\_\_\_  
Title:

\_\_\_\_\_  
Title:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Date:

Organization Legal Name:

\_\_\_\_\_  
Billing Contact:

\_\_\_\_\_  
Title:

\_\_\_\_\_  
Billing Phone Number:

\_\_\_\_\_  
Billing Email:

\_\_\_\_\_  
Billing Address:

\_\_\_\_\_  
Mailing Address: (If different from above)

\_\_\_\_\_  
PO Number: (Info needed on Invoice (PO or Job#) if required)

## 2026 County Board & Committee Calendar

### JANUARY

| Sun. | Monday                   | Tuesday                 | Wednesday                                 | Thursday          | Friday | Sat. |
|------|--------------------------|-------------------------|---|-------------------|--------|------|
|      |                          |                         |   | 1 New Year's Day  | 2      | 3    |
| 4    | 5                        | 6 Land & Water Resource | 7 HHS Board                               | 8 Highway         | 9      | 10   |
| 11   | 12 Rezone Public Hearing | 13                      | 14 Public Safety<br>Property & Technology | 15 Administration | 16     | 17   |
| 18   | 19                       | 20                      | 21 Traffic Safety Comm.                   | 22 County Board   | 23     | 24   |
| 25   | 26                       | 27 BOA Public Hearing   | 28 BOA Business Mtg                       | 29                | 30     | 31   |

### FEBRUARY

| Sun. | Monday                  | Tuesday                 | Wednesday                                 | Thursday          | Friday | Sat. |
|------|-------------------------|-------------------------|---|-------------------|--------|------|
| 1    | 2                       | 3 Land & Water Resource | 4 HHS Board                               | 5 Highway         | 6      | 7    |
| 8    | 9 Rezone Public Hearing | 10                      | 11 Public Safety<br>Property & Technology | 12 Administration | 13     | 14   |
| 15   | 16                      | 17                      | 18  | 19 County Board   | 20     | 21   |
| 22   | 23                      | 24 BOA Public Hearing   | 25 BOA Business Mtg                       | 26                | 27     | 28   |

### MARCH

| Sun. | Monday                  | Tuesday                 | Wednesday                                 | Thursday          | Friday | Sat. |
|------|-------------------------|-------------------------|---|-------------------|--------|------|
| 1    | 2                       | 3 Land & Water Resource | 4 HHS Board                               | 5 Highway         | 6      | 7    |
| 8    | 9 Rezone Public Hearing | 10                      | 11 Public Safety<br>Property & Technology | 12 Administration | 13     | 14   |
| 15   | 16                      | 17                      | 18  | 19 County Board   | 20     | 21   |
| 22   | 23                      | 24 BOA Public Hearing   | 25 BOA Business Mtg                       | 26                | 27     | 28   |
| 29   | 30                      | 31                      |   |                   |        |      |

### APRIL

| Sun. | Monday                   | Tuesday                  | Wednesday                                   | Thursday               | Friday        | Sat. |
|------|--------------------------|--------------------------|---|------------------------|---------------|------|
|      |                          |                          | 1   | 2                      | 3 Good Friday | 4    |
| 5    | 6                        | 7 Land & Water Resource  | 8 HHS Board                                 | 9 Highway              | 10            | 11   |
| 12   | 13 Rezone Public Hearing | 14                       | 15 Public Safety<br>Property & Technology   | 16 Administration      | 17            | 18   |
| 19   | 20                       | 21 County Board Org Mtg. | 22  | 23 County Board (Res.) | 24            | 25   |
| 26   | 27                       | 28 BOA Public Hearing    | 29 BOA Business Mtg<br>Traffic Safety Comm. | 30                     |               |      |

### MAY

| Sun. | Monday                   | Tuesday                 | Wednesday                                 | Thursday          | Friday | Sat. |
|------|--------------------------|-------------------------|---|-------------------|--------|------|
|      |                          |                         |   |                   | 1      | 2    |
| 3    | 4                        | 5 Land & Water Resource | 6 HHS Board                               | 7 Highway         | 8      | 9    |
| 10   | 11 Rezone Public Hearing | 12                      | 13 Public Safety<br>Property & Technology | 14 Administration | 15     | 16   |
| 17   | 18                       | 19                      | 20  | 21 County Board   | 22     | 23   |
| 24   | 25 Memorial Day          | 26 BOA Public Hearing   | 27 BOA Business Mtg                       | 28                | 29     | 30   |
| 31   |                          |                         |   |                   |        |      |

### JUNE

| Sun. | Monday                  | Tuesday                 | Wednesday                                 | Thursday          | Friday | Sat. |
|------|-------------------------|-------------------------|---|-------------------|--------|------|
|      | 1                       | 2 Land & Water Resource | 3 HHS Board                               | 4 Highway         | 5      | 6    |
| 7    | 8 Rezone Public Hearing | 9                       | 10 Public Safety<br>Property & Technology | 11 Administration | 12     | 13   |
| 14   | 15                      | 16                      | 17  | 18 County Board   | 19     | 20   |
| 21   | 22                      | 23 BOA Public Hearing   | 24 BOA Business Mtg                       | 25                | 26     | 27   |
| 18   | 29                      | 30                      |   |                   |        |      |

## 2026 County Board & Committee Calendar

### JULY

| Sun. | Monday                   | Tuesday                 | Wednesday                                 | Thursday          | Friday                          | Sat.          |
|------|--------------------------|-------------------------|---|-------------------|---------------------------------|---------------|
|      |                          |                         | 1   | 2                 | 3 Independence Day;<br>Observed | 4 Ind.<br>Day |
| 5    | 6                        | 7 Land & Water Resource | 8 HHS Board                               | 9 Highway         | 10                              | 11            |
| 12   | 13 Rezone Public Hearing | 14                      | 15 Public Safety<br>Property & Technology | 16 Administration | 17                              | 18            |
| 19   | 20                       | 21                      | 22 Traffic Safety Comm.                   | 23 County Board   | 24                              | 25            |
| 26   | 27                       | 28 BOA Public Hearing   | 29 BOA Business Mtg                       | 30                | 31                              |               |

### AUGUST

| Sun. | Monday                   | Tuesday                 | Wednesday                                 | Thursday          | Friday | Sat. |
|------|--------------------------|-------------------------|---|-------------------|--------|------|
|      |                          |                         |   |                   |        | 1    |
| 2    | 3                        | 4 Land & Water Resource | 5 HHS Board                               | 6 Highway         | 7      | 8    |
| 9    | 10 Rezone Public Hearing | 11                      | 12 Public Safety<br>Property & Technology | 13 Administration | 14     | 15   |
| 16   | 17                       | 18                      | 19  | 20 County Board   | 21     | 22   |
| 23   | 24                       | 25 BOA Public Hearing   | 26 BOA Business Mtg                       | 27                | 28     | 29   |
| 30   | 31                       |                         |   |                   |        |      |

### SEPTEMBER

| Sun. | Monday                   | Tuesday                 | Wednesday                                 | Thursday          | Friday | Sat. |
|------|--------------------------|-------------------------|---|-------------------|--------|------|
|      |                          | 1                       | 2   | 3                 | 4      | 5    |
| 6    | 7 Labor Day              | 8 Land & Water Resource | 9 HHS Board                               | 10 Highway        | 11     | 12   |
| 13   | 14 Rezone Public Hearing | 15                      | 16 Public Safety<br>Property & Technology | 17 Administration | 18     | 19   |
| 20   | 21                       | 22                      | 23  | 24 County Board   | 25     | 26   |
| 27   | 28                       | 29 BOA Public Hearing   | 30 BOA Business Mtg                       | 31                |        |      |

### OCTOBER

| Sun. | Monday                   | Tuesday                 | Wednesday                                 | Thursday  | Friday | Sat. |
|------|--------------------------|-------------------------|---|---|--------|------|
|      |                          |                         |   | 1 Industry Tour                                   | 2      | 3    |
| 4    | 5                        | 6 Land & Water Resource | 7 HHS Board                               | 8 Highway   | 9      | 10   |
| 11   | 12 Rezone Public Hearing | 13 Executive            | 14 Public Safety<br>Property & Technology | 15 Administration                                 | 16     | 17   |
| 18   | 19                       | 20                      | 21 Traffic Safety Comm.                   | 22  | 23     | 24   |
| 25   | 26                       | 27 BOA Public Hearing   | 28 BOA Business Mtg                       | 29 County Board Budget<br>Hearing and Regular Mtg | 30     | 31   |

### NOVEMBER

| Sun. | Monday                  | Tuesday                 | Wednesday                                 | Thursday            | Friday                 | Sat. |
|------|-------------------------|-------------------------|---|---------------------|------------------------|------|
| 1    | 2                       | 3 Land & Water Resource | 4 HHS Board                               | 5 Highway           | 6                      | 7    |
| 8    | 9 Rezone Public Hearing | 10                      | 11 Public Safety<br>Property & Technology | 12 Administration   | 13                     | 14   |
| 15   | 16                      | 17                      | 18  | 19 County Board     | 20                     | 21   |
| 22   | 23                      | 24                      | 25  | 26 Thanksgiving Day | 27 Day After Thxgiving | 28   |
| 29   | 30                      |                         |   |                     |                        |      |

### DECEMBER

| Sun. | Monday                   | Tuesday                 | Wednesday                                | Thursday          | Friday           | Sat. |
|------|--------------------------|-------------------------|--|-------------------|------------------|------|
|      |                          | 1 Land & Water Resource | 2 HHS Board                              | 3 Highway         | 4                | 5    |
| 6    | 7                        | 8                       | 9 Public Safety<br>Property & Technology | 10 Administration | 11               | 12   |
| 13   | 14 Rezone Public Hearing | 15                      | 16                                       | 17 County Board   | 18               | 19   |
| 20   | 21 BOA Public Hearing    | 22 BOA Business Mtg     | 23                                       | 24 Christmas Eve  | 25 Christmas Day | 26   |
| 27   | 28                       | 29                      | 30                                       | 31 New Year's Eve | January 1, 2027  |      |