

AGENDA
WEDNESDAY, JANUARY 14, 2026 – 10:00 AM
PUBLIC SAFETY COMMITTEE OF OCONTO COUNTY BOARD OF SUPERVISORS
LEC CONFERENCE ROOM – NORTH/SOUTH
301 WASHINGTON STREET, OCONTO WI 54153
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

*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.*

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 Minutes of Previous Meeting (Enc.)
5. Communications
6. Reports (No Action to be Taken)
 - 6.1. District Attorney Monthly Report (Enc.)
 - 6.2. Medical Examiner Monthly Report (Enc.)
 - 6.3. Child Support Monthly Report (Enc.)
 - 6.4. Jail Population Numbers and Updates
 - 6.5. Monthly Calls for Service (Enc.)
 - 6.6. Emergency Management Director Report
 - 6.7. Monthly Radio Tower Maintenance Update Report
 - 6.8. Opioid Abatement Ad-Hoc Steering Committee Report
7. Lieutenant Employment Agreement – Discussion and Possible Action (Enc.)
8. Emergency Management Carry Over Request (Enc.)
9. Announcements/General Information (No Action to be Taken)
10. Next Meeting Date
11. 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.

cc: Committee (FTP); County Administrator, Finance Director, Corporation Counsel, Sheriff, Emergency Management Director, District Attorney, Clerk of Circuit Court, Child Support Director, Brown County Medical Examiner's Office, Media (via email), County Website, Central File, Official Posting Location (Physical Copy)

KP/Date Posted: 01/09/25

MINUTES
WEDNESDAY, DECEMBER 10, 2025 – 10:00 AM
PUBLIC SAFETY COMMITTEE OF OCONTO COUNTY BOARD OF SUPERVISORS
LEC CONFERENCE ROOM – NORTH/SOUTH
301 WASHINGTON STREET, OCONTO WI 54153
www.co.oconto.wi.us
(*Draft minutes, not approved by Committee*)

COMMITTEE PRESENT: Dennis Kroll, Don Bartels Jr., Tracy Ondik, David Parmentier, Al Schreiber

COMMITTEE ABSENT: None.

OTHERS PRESENT: Richard Heath, County Administrator; Al Sleeter, County Board Chair; Beth Ellingson, Corporation Counsel; Maria Lasecki, Contracted Oconto County Child Support Director; Hannah Schuchart, District Attorney; Rachel Race, Legal Assistant II DA; Todd Skarban, Sheriff; Jon Spice, Emergency Management Director; Carol Kopp, Jail Administrator; Supervisor Behrend; Scott Shackelford, Health & Human Services Director; Kathy Goldschmidt, Chief Deputy County Clerk

1. Call to Order

Chair Kroll called the meeting to order at 10:01 a.m.

2. Statement of Mission and Vision

Richard Heath, County Administrator, recited Oconto County's Mission and Vision statements.

3. Approval of Agenda

3.1. Change of Sequence – None.

3.2. Removal of Items – None.

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

4. Approval of Minutes of Previous Meeting

Motion by Parmentier/Ondik to approve November 12, 2025, minutes as presented. The motion was voted on and was carried.

5. Communications

Sheriff Skarban reported deputies, EMS, police, state offices, and fire departments collaborated on an active threat at the Suring Public School District on December 9, 2025. Skarban stated the response was flawless and could not have gone any better. Emergency Management Director Jon Spice added that resources were managed efficiently, while still keeping all areas protected.

6. Reports (No Action to be Taken)

6.1. District Attorney Monthly Report

Rachel Race, Legal Assistant II DA Office, reviewed the DA report with the committee. Discussion followed. Treated as information.

6.2. Medical Examiner Monthly Report

Sheriff Todd Skarban shared the Medical Examiner's monthly report from Kristin Tassoul via email, as she was absent due to the snowstorm. Treated as information.

6.3. Child Support Monthly Report

Maria Lasecki, Contracted Oconto County Child Support Director, reviewed the Child Support Monthly Report with the committee and handed out charts not sent with the agenda. Treated as information.

6.4. Jail Population Numbers and Updates

Carol Kopp, Jail Administrator, presented Jail Population Numbers and Updates. Treated as information.

6.5. Monthly Calls for Service

Todd Skarban, Sheriff, reviewed the Monthly Calls for Service report and provided an agency update. Discussion followed. Treated as information.

6.6. Emergency Management Director Report

Jon Spice, Emergency Management Director, presented the Emergency Management Report. Discussion followed. Treated as information. Supervisor Parmentier thanked everyone for the great job and time put into the successful response.

6.7. Monthly Radio Tower Maintenance Update Report

Jon Spice, Emergency Management Director, provided the monthly Radio Tower Maintenance report. Discussion followed. Treated as information.

6.8 Opioid Abatement Ad-Hoc Steering Committee Report

Richard Heath, County Administrator, and Sheriff Skarban presented the Opioid Abatement Ad-Hoc Steering Committee report, discussion followed, treated as information. The next meeting is January 8, 2026, then will shift to the last Thursday of each month. Tom Bitters will replace Jolene Barkhaus on the committee.

7. Update on Sheriff's Deputy Union Contract; Information only

Scott Shackelford, Health & Human Services Director, updated committee on the pending 980 placement back into the community. Discussion followed. Item will be discussed at the Administration meeting December 11, 2025, and County Board meeting December 18, 2025.

The Sheriff's Union and county have reached a fiscally responsible agreement. Sheriff Skarban thanked all parties involved, and County Administrator Richard Heath said the 2025–2028 contract will go to the Administration Committee and County Board in December for review and approval.

8. Approve Southern Health Partners Inmate Medical Contract Renewal

Following discussion, motion by Parmentier/Ondik to approve Southern Health Partners Inmate Medical Contract renewal. The motion was voted on and was carried.

9. Announcements/General Information (No Action to be Taken)

- Goldschmidt reminded supervisors to complete the CESA 8 survey by December 31, 2025.

10. Next Meeting Date

The next regular meeting of the Public Safety Committee is scheduled for January 14, 2026, at 10:00 a.m. in the LEC Conference Room.

11. Adjournment

Chair Kroll declared the meeting adjourned at 11:15 a.m.

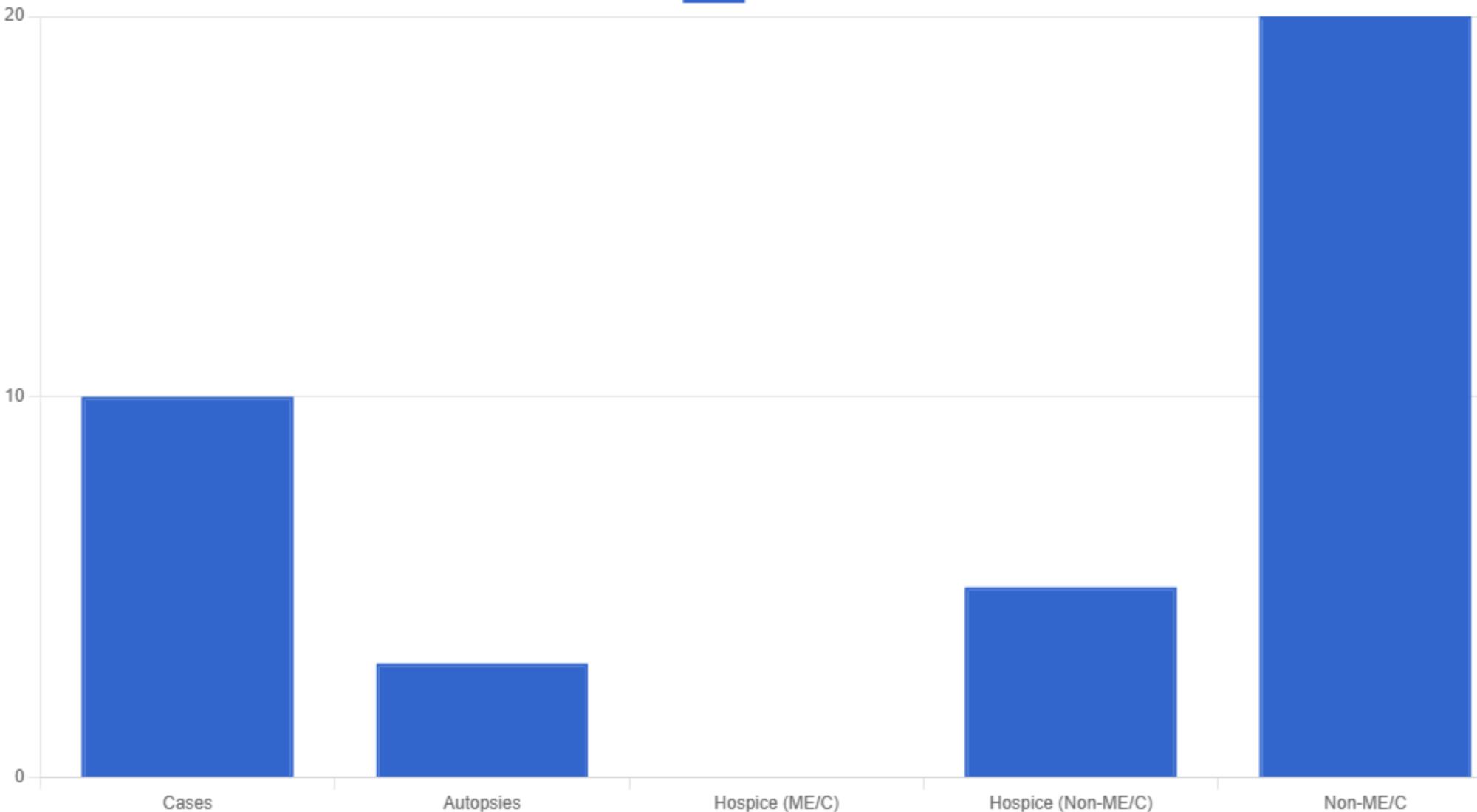
Kathy Goldschmidt, Recorder

Date Posted: 12/12/2025

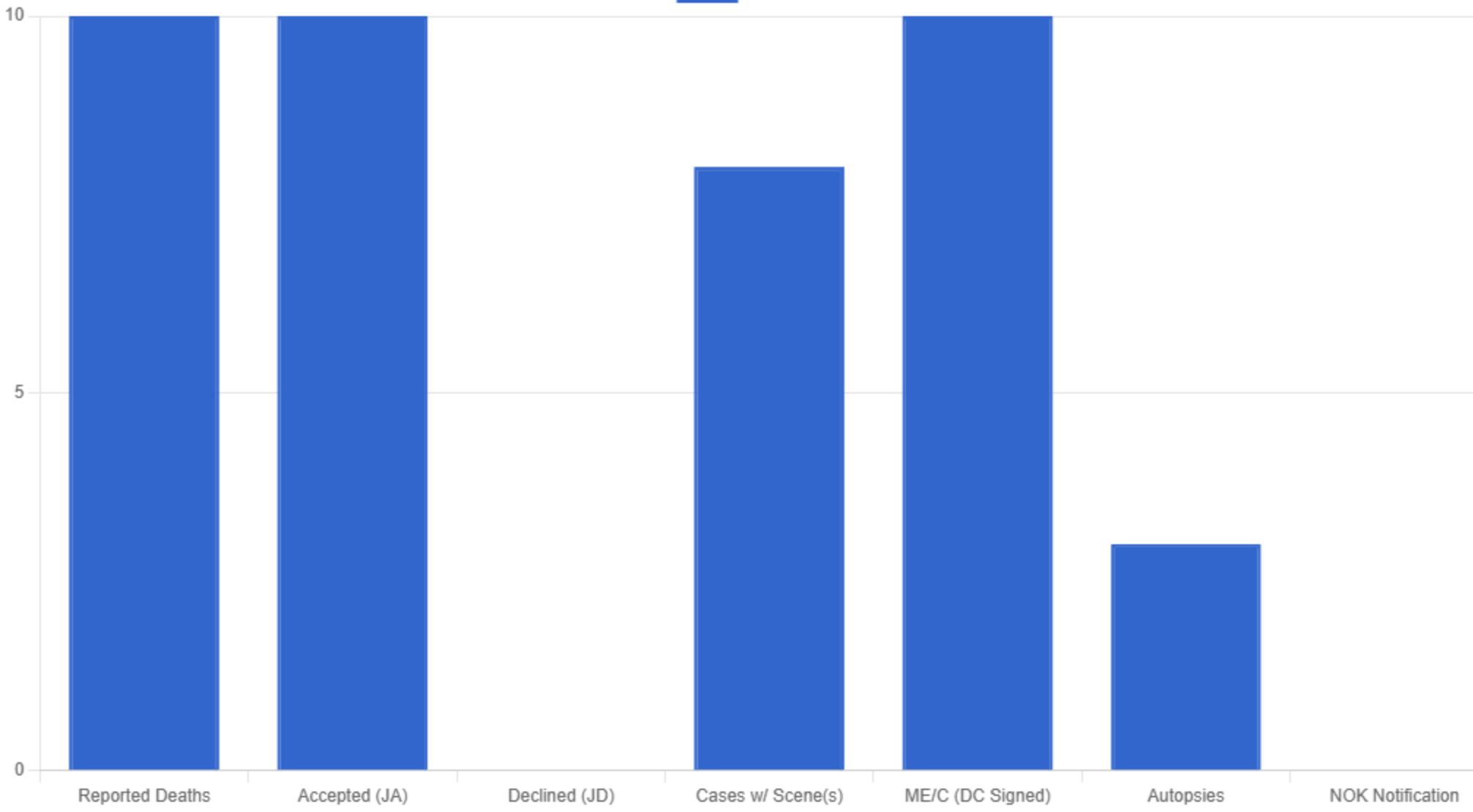
OCONTO COUNTY DISTRICT ATTORNEY

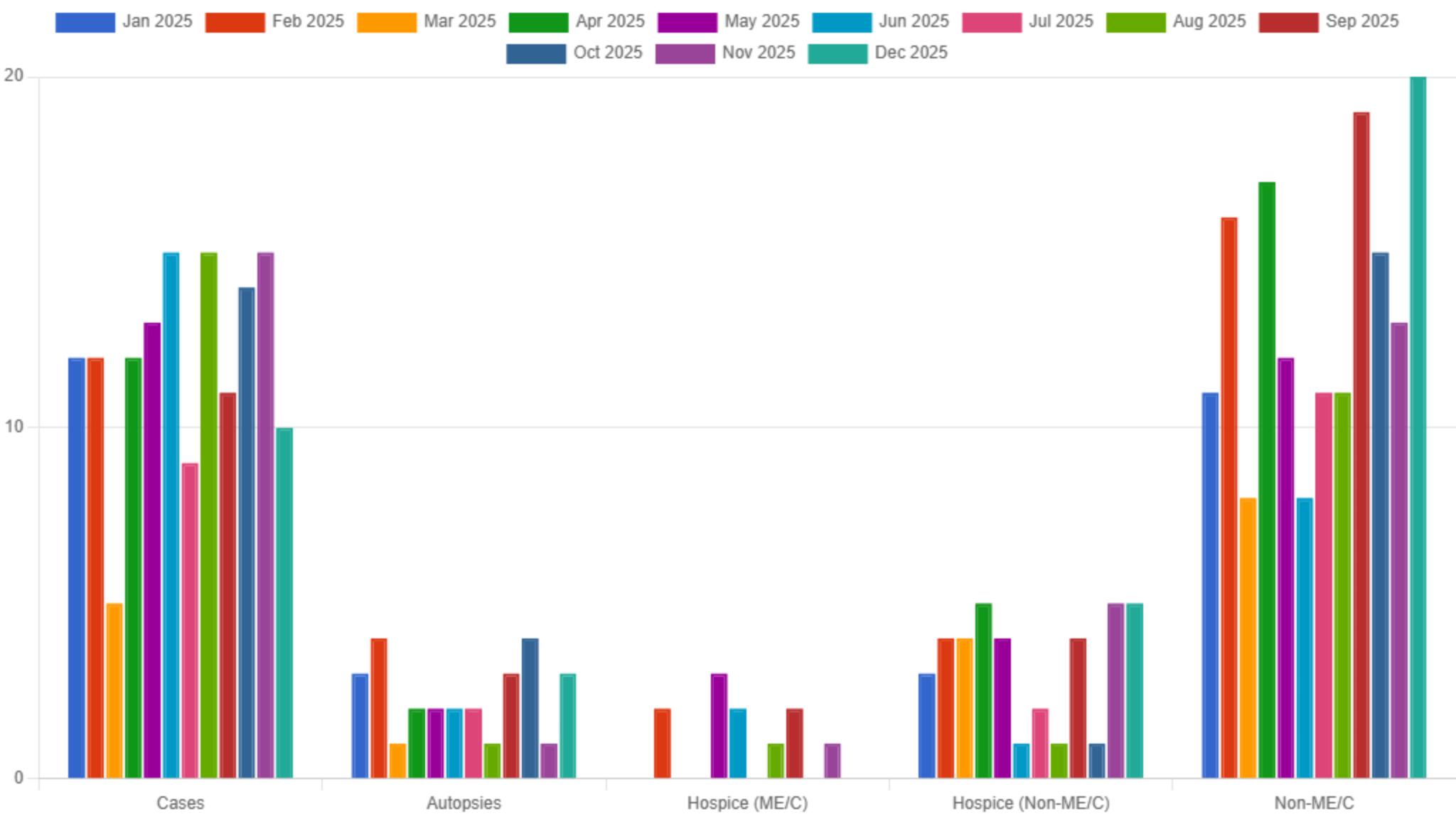
MONTHLY REPORT

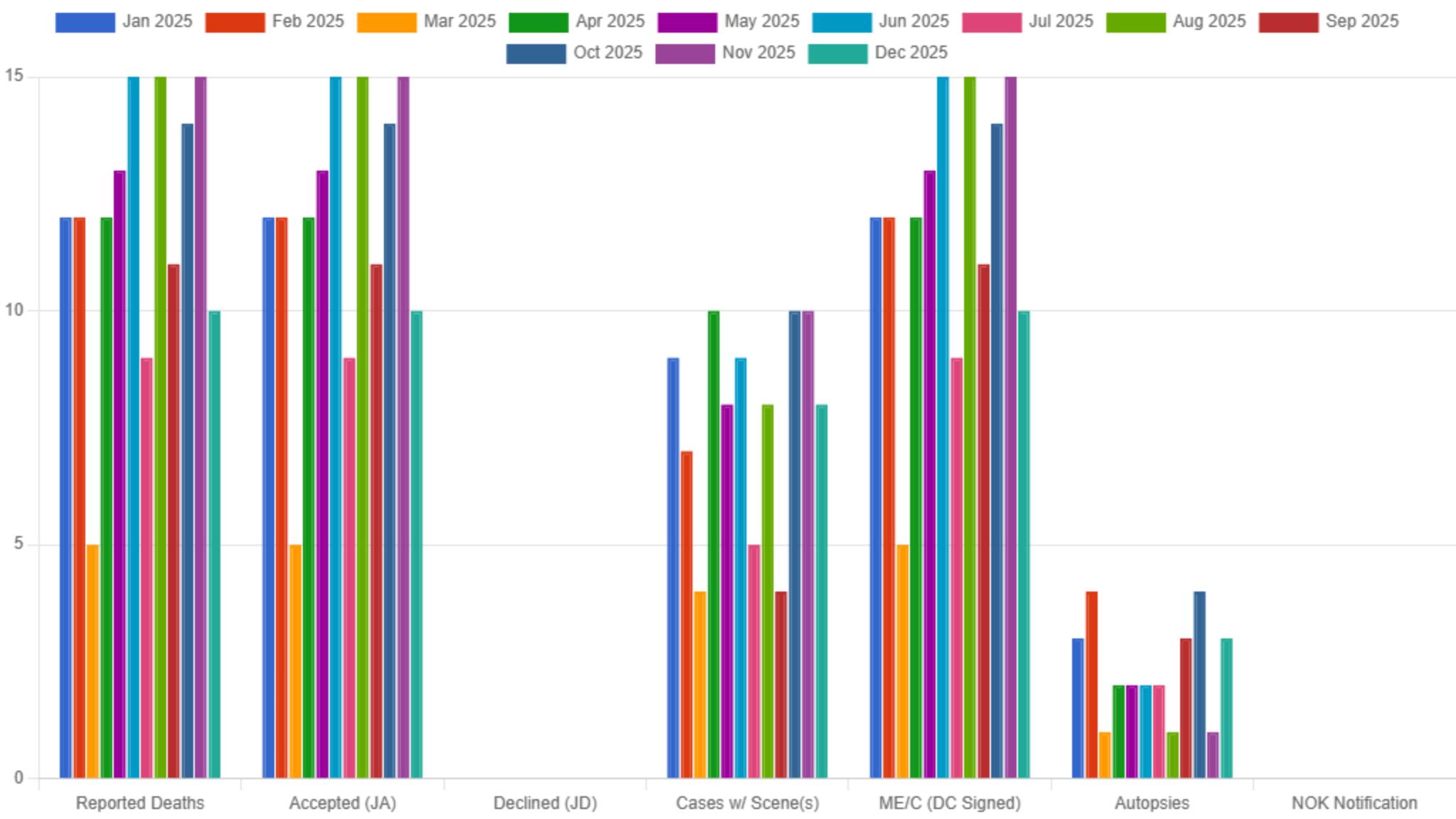
| 2025 | | DA | DA | DA | ADA | ADA | ADA | Total | Total | Total | Total |
|------------|-----------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|
| | Documents | | Court | | | Court | | | Court | | |
| Month | Generated | Cases | Cases | Events | Cases | Cases | Events | Cases | Cases | Events | |
| January | 764 | 31 | 15 | 143 | 49 | 29 | 153 | 80 | 44 | 296 | 0 |
| February | 614 | 33 | 16 | 163 | 37 | 23 | 222 | 70 | 39 | 385 | 0 |
| March | 702 | 40 | 10 | 143 | 61 | 32 | 170 | 101 | 42 | 313 | 0 |
| April | 821 | 37 | 5 | 144 | 53 | 25 | 136 | 90 | 30 | 280 | 0 |
| May | 715 | 36 | 18 | 149 | 54 | 32 | 159 | 90 | 50 | 308 | 0 |
| June | 839 | 35 | 9 | 136 | 69 | 40 | 166 | 104 | 49 | 302 | 0 |
| July | 832 | 35 | 24 | 130 | 87 | 59 | 175 | 122 | 83 | 305 | 3 |
| August | 803 | 22 | 7 | 129 | 69 | 44 | 179 | 91 | 51 | 308 | 0 |
| September | 937 | 32 | 17 | 129 | 73 | 48 | 178 | 105 | 65 | 307 | 0 |
| October | 842 | 29 | 12 | 125 | 62 | 38 | 181 | 91 | 50 | 306 | 0 |
| November | 754 | 28 | 10 | 106 | 57 | 31 | 140 | 85 | 41 | 246 | 1 |
| December | 639 | 30 | 12 | 105 | 55 | 37 | 213 | 85 | 49 | 318 | 0 |
| Year Total | 9262 | 388 | 155 | 1602 | 726 | 438 | 2072 | 1114 | 593 | 3674 | 4 |



Dec 2025







Oconto County Child Support

Director Summary

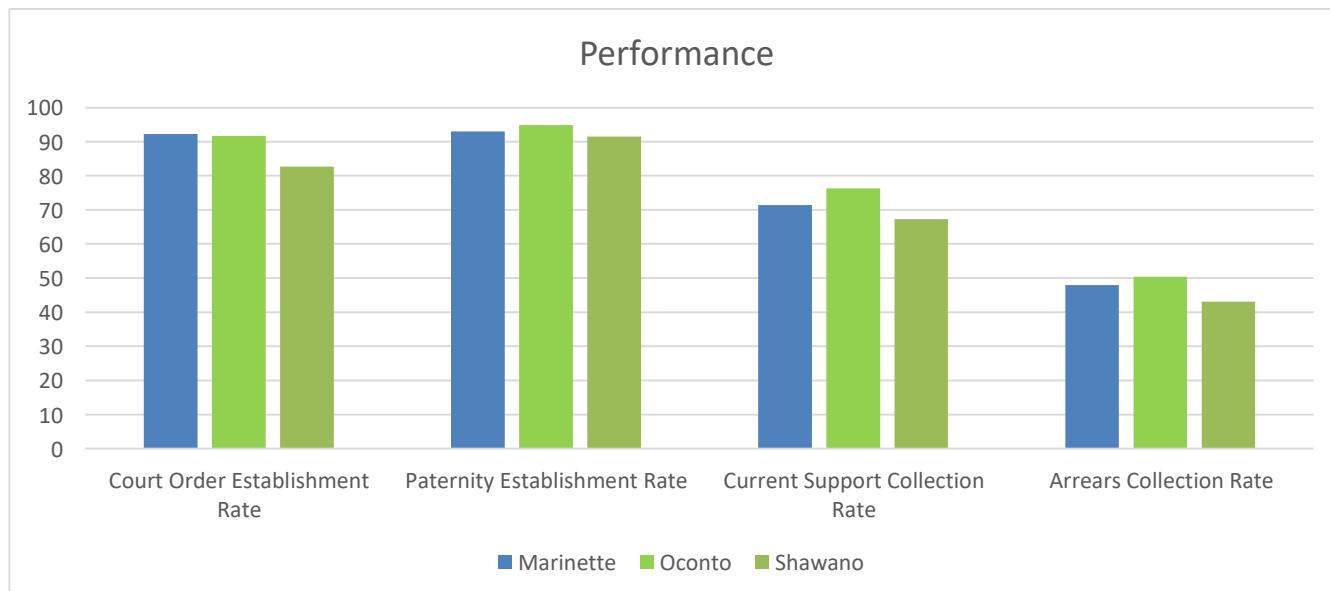
January 2026

Performance Measure Comparisons

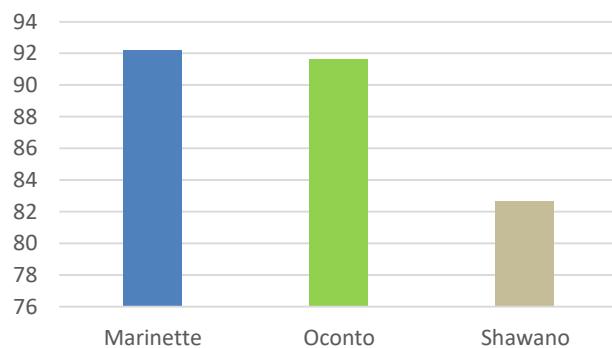
| Federal Performance Measures December | Oconto YTD 2024 | Oconto YTD 2025 | Change 2024 vs 2025 | State Average | Oconto vs. State |
|---------------------------------------|-----------------|-----------------|---------------------|---------------|------------------|
| Court Order Rate | 89.68% | 91.61% | 1.93% | 84.04% | 7.57% |
| Paternity Establish Rate | 94.62% | 94.95% | .33% | 87.67% | 7.28% |
| Current Supp Collections | 79.41% | 76.28% | -3.13% | 72.91% | 3.37% |
| Arrears Collection Rate | 48.68% | 50.35% | 1.67% | 50.32% | .03% |
| Caseload | 1,541 | 1,490 | -51 | n/a | n/a |

Performance Comparisons

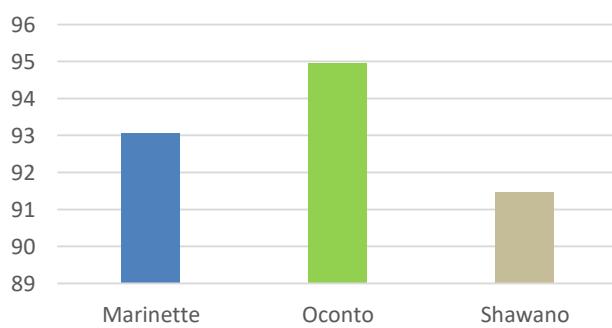
| | Court Order Establishment Rate | Paternity Establishment Rate | Current Support Collection Rate | Arrears Collection Rate |
|-----------|--------------------------------|------------------------------|---------------------------------|-------------------------|
| Marinette | 91.19 | 91.98 | 70.87 | 39.03 |
| Oconto | 92.01 | 93.84 | 75.84 | 42.55 |
| Shawano | 82.96 | 90.16 | 66.86 | 33.19 |



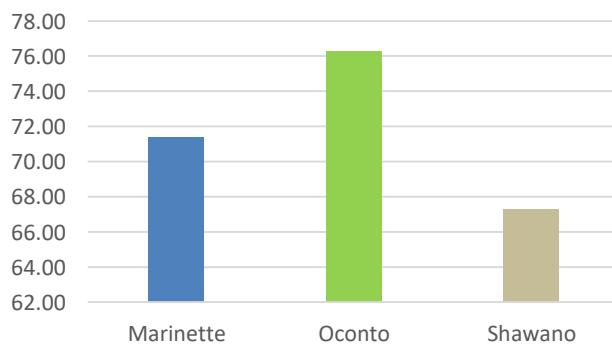
Court Order Establishment Rate



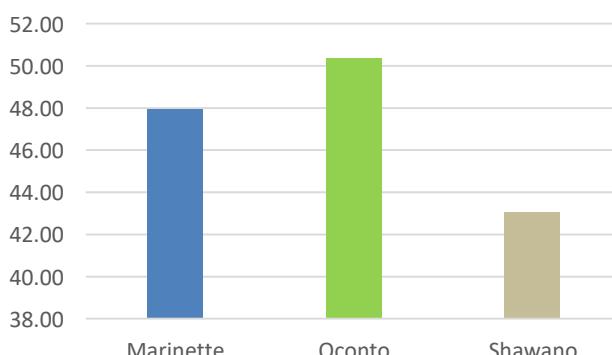
Paternity Establishment Rate



Current Support Collection Rate



Arrears Collection Rate



OVERALL OPERATIONS

- The department continues work with IT and OPG, the Laserfiche vendor.
- Staff did a great job managing departmental coverage for the holidays!
- The department met with Administration, the Clerk of Courts, and the Jail Administrator regarding the process by which payments flow through the county for Child Support warrants.
- Cooperative Agreements will need to be renegotiated with the Clerk of Courts, the FCC, and Corporation Counsel. This is an important process to ensure that expenses associated with child support (IVD) casework by these partnering agencies can be appropriately billed out to the state for maximized reimbursement to Oconto County. Once biannual agreements are effectuated, time studies must be issued each quarter to monitor and average dedicated time/work by the designated agency representatives. Thereafter, said expenses are billed to the state, monthly, by the CSA Director.
- All counties received notification that the federal office has changed their name from the Office of Child Support Services (OCSS) back to the Office of Child Support Enforcement (OCSE). We were further notified this federal agency will no longer participate in state workgroups and committees in 2026. This is a huge change in operationalism, although it has been expressed that OCSE remains fully committed to supporting all state/local efforts.
- In terms of the Child Support (System) Modernization Project, OCSE approved the state's plan to proceed with a new design, development, and implementation vendor. This is great news!
- Based upon the number of vacancies announced via the state listserv, the program is losing a significant number of veteran leaders/caseworkers throughout counties across Wisconsin; many to retirement.

cc: Richard Heath, Administrator

Oconto County Sheriffs Office

Law Total Incident Report, by Agency, Nature



Agency: Oconto Co Sheriffs Office

| Nature of Incident | Total Incidents | Oct-25 | Nov-25 | Dec-25 |
|----------------------------------|-----------------|-----------------|-----------------|-----------------|
| | | Total Incidents | Total Incidents | Total Incidents |
| (Not defined) | 0 | 0 | 0 | 0 |
| Notification from Human Services | 0 | 0 | 0 | 0 |
| 911 Hangup | 26 | 25 | 34 | |
| 911 Open Line | 87 | 60 | 64 | |
| Abandoned Vehicle | 21 | 16 | 23 | |
| After Hours Crisis Calls | 0 | 0 | 0 | 0 |
| Assist Other Agency | 33 | 37 | 37 | |
| Aircraft Problem | 0 | 0 | 0 | 0 |
| Alarm | 14 | 11 | 11 | |
| Alcohol Offense | 0 | 0 | 0 | 0 |
| Request for ambulance | 161 | 127 | 131 | |
| Animal Bite | 8 | 6 | 5 | |
| Animal Found | 0 | 0 | 1 | |
| Animal Lost | 3 | 3 | 3 | |
| Animal Abuse-Neglect | 4 | 3 | 6 | |
| Animal Noise | 1 | 1 | 1 | |
| Animal Problem | 50 | 33 | 34 | |
| Arrest Juv/Adult | 2 | 5 | 2 | |
| Arson | 0 | 0 | 0 | 0 |
| Assault-Battery | 0 | 2 | 0 | |
| Attempt to Locate | 2 | 1 | 2 | |
| ATV Accidents | 3 | 1 | 1 | |
| ATV Citation | 6 | 2 | 1 | |
| ATV Complaints | 20 | 4 | 9 | |
| Bar Check | 0 | 0 | 0 | |
| Boat Citation | 0 | 0 | 0 | |
| Boat & Water Complaints | 2 | 1 | 0 | |
| Bomb Threat or Attack | 0 | 0 | 1 | |
| Bribery | 0 | 0 | 0 | |
| Building Check | 117 | 167 | 103 | |
| Burglary | 0 | 1 | 4 | |
| Burglary-Attempted | 1 | 0 | 0 | |
| Possible Carbon Monoxide | 0 | 0 | 0 | |
| Child Abuse | 5 | 1 | 2 | |
| Child Enticement | 0 | 1 | 0 | |
| Child Neglect | 0 | 1 | 0 | |
| Church Check | 0 | 1 | 0 | |
| Citizen Assist | 33 | 17 | 25 | |
| Citizen Dispute | 6 | 1 | 3 | |
| Civil Matter | 20 | 10 | 11 | |
| Communications Problem | 3 | 9 | 8 | |
| Coroner Call | 1 | 3 | 4 | |
| Criminal Mischief | 0 | 1 | 0 | |
| Property Damage | 1 | 4 | 1 | |
| OCSO Crisis Line | 0 | 0 | 4 | |
| Custodial Interference | 5 | 0 | 2 | |
| Death Investigation | 7 | 7 | 4 | |
| Death Notification | 1 | 0 | 1 | |
| Drug Endangered Children | 0 | 0 | 0 | |

| | | | |
|----------------------------------|----|----|----|
| Deer Tag Request | 0 | 0 | 0 |
| Direct Traffic | 8 | 0 | 1 |
| Disorderly Conduct | 3 | 0 | 2 |
| Disturbance | 20 | 30 | 19 |
| DNR-Dept Nat.Res. | 4 | 9 | 1 |
| Domestic Disturbance | 11 | 5 | 5 |
| Drug Disposal Program | 1 | 0 | 0 |
| Drug Investigation | 0 | 0 | 0 |
| Controlled Substance Problem | 1 | 1 | 1 |
| EM 1 Transport | 4 | 2 | 8 |
| Embezzlement | 0 | 0 | 0 |
| Unknown Emergency | 0 | 0 | 0 |
| Error | 0 | 0 | 0 |
| Escort | 2 | 1 | 0 |
| Extra Patrol | 70 | 71 | 45 |
| False Information to Police | 0 | 0 | 0 |
| Forensic Device Extraction | 0 | 0 | 0 |
| Fire | 4 | 10 | 3 |
| Fire Alarm | 0 | 1 | 0 |
| Fire Investigation | 0 | 0 | 0 |
| Fire Control Burn | 2 | 10 | 7 |
| Denial of Firearms | 0 | 0 | 0 |
| Fireworks | 2 | 0 | 0 |
| Forgery | 0 | 0 | 0 |
| Found Property | 3 | 1 | 2 |
| Fraud | 6 | 3 | 6 |
| Fraud Using Internet | 3 | 3 | 2 |
| Attempted Fraud | 2 | 1 | 2 |
| Gas Drive Off | 2 | 1 | 0 |
| Gas Leak | 0 | 0 | 1 |
| Harassment | 16 | 7 | 4 |
| Criminal Homicide | 0 | 0 | 0 |
| House Watch | 0 | 0 | 1 |
| School Home Visit | 0 | 0 | 0 |
| Human Services Issue/Call | 2 | 5 | 0 |
| Hunting Cpl/Trespass | 0 | 0 | 0 |
| Hazardous Materials Spill | 0 | 1 | 0 |
| Internet Crimes Against Children | 4 | 10 | 2 |
| Identity Theft | 1 | 0 | 2 |
| Illegal Burning | 3 | 2 | 0 |
| Information Report | 33 | 36 | 27 |
| Intoxicated Person | 0 | 0 | 0 |
| Jail | 1 | 0 | 0 |
| Juvenile Problem | 19 | 5 | 9 |
| K9 Demo | 0 | 0 | 0 |
| K9 Deployment | 1 | 0 | 2 |
| Kidnapping | 0 | 0 | 0 |
| Line Down | 0 | 0 | 0 |
| Litter, Pollutn, Public Health | 3 | 2 | 1 |
| Lockout | 3 | 2 | 3 |
| Loitering | 0 | 0 | 0 |
| Lost Property | 5 | 5 | 2 |
| Medical Transport | 1 | 0 | 0 |
| Miscellaneous CAD Call Record | 8 | 3 | 3 |
| Official Misconduct | 0 | 0 | 1 |
| Missing Person | 0 | 2 | 1 |
| Motorist Assist | 19 | 27 | 18 |
| Noise Disturbance | 8 | 3 | 4 |
| Open Doors/Window | 0 | 0 | 3 |
| Ordinance Violation | 4 | 5 | 3 |

| | | | |
|--------------------------------|-----|-----|----|
| Overdose | 0 | 0 | 2 |
| Overnight Parking Violation | 0 | 0 | 1 |
| Parking Problem | 1 | 3 | 2 |
| Traffic Acc Involving Bear | 1 | 3 | 0 |
| Traffic Acc Involving Deer | 79 | 100 | 70 |
| Traffic Acc Involving Turkey | 0 | 1 | 0 |
| Traffic Accident with Damage | 24 | 20 | 60 |
| Traffic Accident with Injuries | 9 | 10 | 10 |
| Pornography | 0 | 0 | 0 |
| Probation or Parole Violation | 0 | 1 | 1 |
| Property Damage, Not Vandalism | 8 | 4 | 9 |
| Property Watch | 0 | 0 | 0 |
| Public Relations | 9 | 10 | 4 |
| Recovered Stolen Property | 0 | 1 | 0 |
| Recreational Vehicles | 0 | 0 | 0 |
| Recovered Stolen Vehicles | 0 | 0 | 0 |
| Repossession | 4 | 2 | 2 |
| Flood Assessment | 0 | 0 | 0 |
| Resisting, Interfering Police | 0 | 0 | 0 |
| Road Closing | 7 | 0 | 0 |
| Robbery | 0 | 0 | 0 |
| Runaway Juvenile | 0 | 2 | 0 |
| School Assist | 0 | 0 | 0 |
| School Safety Check | 58 | 14 | 44 |
| School Threat Assessment | 0 | 0 | 1 |
| Search and Rescue | 0 | 0 | 0 |
| Search Warrant | 0 | 0 | 1 |
| Secure Landing Zone | 0 | 0 | 0 |
| Service Papers | 64 | 32 | 34 |
| Sex Offender Registrant | 1 | 0 | 0 |
| Sex Offense | 0 | 0 | 0 |
| Sexual Assault | 6 | 2 | 5 |
| Shoplifting | 0 | 1 | 0 |
| Sick Animal | 0 | 0 | 0 |
| Snowmobile Complaints | 0 | 0 | 2 |
| Snowmobile Accidents | 0 | 0 | 0 |
| Snowmobile Citation | 0 | 0 | 0 |
| Squad Damage of any kind | 2 | 4 | 2 |
| Stabbing | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |
| Storm Damage | 0 | 0 | 0 |
| Stray Animal | 0 | 0 | 0 |
| Structure Fire | 2 | 3 | 1 |
| Student Assist | 0 | 0 | 0 |
| Student Contact | 0 | 0 | 0 |
| Attempted/Threat Suicide | 0 | 0 | 0 |
| Suicide | 1 | 0 | 0 |
| Suspicious Person, Circumstnce | 66 | 52 | 28 |
| Test Call | 2 | 1 | 1 |
| Theft | 4 | 7 | 9 |
| Theft, Automobile | 1 | 1 | 0 |
| Theft, Motorcycle | 0 | 0 | 0 |
| Threatening | 7 | 5 | 2 |
| Tobacco Problem | 0 | 0 | 1 |
| Traffic Accident, Fatal | 1 | 0 | 1 |
| Traffic Accident-No Report | 8 | 5 | 40 |
| Traffic Hazard | 33 | 36 | 23 |
| Traffic Miscellaneous | 112 | 73 | 65 |
| Traffic Violation | 55 | 48 | 34 |
| Traffic Stop | 166 | 104 | 63 |

| | | | |
|-----------------------------------------|-------------|-------------|-------------|
| Transport | 21 | 16 | 32 |
| Tree Down | 5 | 2 | 3 |
| Trespassing | 7 | 9 | 2 |
| Truancy | 0 | 0 | 0 |
| Underage Alcohol | 0 | 2 | 2 |
| Unwanted Party | 3 | 5 | 3 |
| Utility Problem | 0 | 0 | 0 |
| Vicious Animal | 0 | 0 | 0 |
| VIN Serial Number Inspection | 0 | 0 | 0 |
| Violate Court Order | 4 | 2 | 5 |
| Wanted Person | 8 | 5 | 8 |
| Weapon Offense | 2 | 1 | 0 |
| Weather Alert | 0 | 0 | 0 |
| Welfare Check | 56 | 51 | 40 |
| Wrong Way Driver | 3 | 1 | 2 |
| Zoning Enforcement | 0 | 0 | 0 |
| Total Incidents for This Agency: | 1762 | 1465 | 1344 |

Sworn Non-Union Employment Agreement

Oconto County Sheriff's Office

This Employment Agreement ("Agreement") is entered into as of XXX, by and between Oconto County by and through the Oconto County Sheriff's Office (the "Employer"), and XXX (the "Employee").

1. Position and Duties

1.1 The Employer agrees to employ the sworn officer in a full-time exempt position within the Sheriff's Office, which is under no Collective Bargaining agreement and are considered General Employees of the County. All provisions and benefits will be those outlined in the employee handbook with the exceptions that are outlined below in this agreement.

1.2 The Employee agrees to perform all duties and responsibilities as assigned by the Sheriff or their designee, including but not limited to supervising personnel, managing Sheriff's Office operations, and maintaining compliance with applicable laws, policies, and procedures.

1.3 The employee will be scheduled on a 12-hour Pitman rotation, which is a repeating two-week cycle consisting of two consecutive shifts on duty, followed by two consecutive days off duty, then three consecutive shifts on duty, followed by two consecutive days off duty, then two consecutive shifts on duty, followed by three consecutive days off duty. This schedule provides an average of 42 hours per week over the cycle. As salaried, exempt employees, Lieutenants are expected to work this rotation, along with any additional hours reasonably necessary to fulfill the duties of their position, including but not limited to training, meetings, staffing needs, emergency response, or large community events. Overtime pay and compensatory time are not applicable to this position.

3. Sick Leave

3.1 The Employee shall accrue sick leave at the same rate and under the same terms as general non-union county employees.

3.2 The Employee may accumulate sick leave up to a maximum of 758 hours. Upon retirement, any unused accrued sick leave will be paid out in full at the Employee's current rate of pay.

4. Holiday and Personal Days

4.1 The Employee shall be entitled to 10 paid holidays per calendar year to be awarded January 1st of each year.

4.2 The Employee shall be entitled to 2 paid personal days per calendar year, in accordance with County policy.

4.3 Both holiday and personal days must be used in full-day increments. These days do not carry over from year to year, nor is there a payout upon separation from employment. For Employees working a Pitman rotation, a full day shall be considered 12 hours for the purposes of this section.

5. Vacation

5.1 The Employee shall accrue and be entitled to vacation leave in accordance with the vacation schedule outlined in the general employee handbook for exempt employees based on their years of service with Oconto County. Vacation time will be based on a 48 hour work week.

5.2 All requests for vacation leave are subject to supervisory approval and operational needs.

6. Uniform Allowance

6.1 The Employee shall receive a uniform allowance equivalent to that provided under the Deputy Union CBA, including any changes that may be adopted during the term of this Agreement.

7. Benefits

7.1 The Employee shall be entitled to participate in the county's benefit programs available to full-time exempt employees, including health insurance, life insurance, retirement plans, and any other benefit offerings under applicable county policy. The cost sharing of these benefits will be the same as the published rates for the general employees.

7.2 Sworn officers, no matter what their title, will be considered protective status for WRS purposes.

8. At-Will Employment

8.1 The Employee understands and agrees that employment under this Agreement is at-will, and may be terminated by either party at any time, with or without cause, and with appropriate notice as required by county policy.

9. Confidentiality and Conduct

9.1 The Employee agrees to maintain confidentiality regarding all departmental matters and to conduct themselves in accordance with applicable policies, procedures, and professional standards set forth by Oconto County as well as the Oconto County Sheriff's Office.

10. Entire Agreement and Amendments

10.1 This Agreement constitutes the entire understanding between the parties and supersedes all prior agreements or understandings regarding the subject matter.

10.2 Any amendments to this Agreement must be in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date written above.

Oconto County Sheriff's Office

By: _____

Name: _____

Title: _____

Date: _____

Employee: _____

Signature: _____

Date: _____

DRAFT



OCONTO COUNTY
REQUEST FOR ACCOUNT CARRY-OVER | Form 204

TO: OCONTO COUNTY FINANCE COMMITTEE

DATE: _____

FROM DEPARTMENT: _____

| ACCOUNT NAME | ACCOUNT NUMBER | \$/NOT TO EXCEED | REASON |
|--------------|----------------|------------------|--------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

SUBMITTED BY (DEPARTMENT HEAD): _____

HOME COMMITTEE APPROVED DATE: _____

RECEIVED BY FINANCE DEPARTMENT: _____

FINANCE COMMITTEE: APPROVED _____ NOT APPROVED _____

NOTE: SUBMIT THIS REQUEST FORM TO THE FINANCE DEPARTMENT BEFORE JANUARY 31