

**1. Call to Order and Roll Call**

County Board Chair, Al Sleeter, called the meeting to order at 9:00 a.m. the County Board Room #3041, located at the Oconto County Courthouse, 301 Washington St., Oconto, WI by stating “This is an open meeting of the Oconto County Board of Supervisors. Notice of this meeting was given to the public at least 24 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.” County Clerk, Kim Pytleski, recorded the attendance, with 23 members present: Supervisors Bartels, Behrend, Bitters, Christianson, Cole, Dhuey, Gooding, Kaczrowski, Kobylarczyk, Kroll, Lavarda, Matravers, Meier, Ondik, Parmentier, Pillsbury, Ragen, Schindel, Sleeter, Winkler, Wittkopf, Wolf, Van Zeeland; 8 absent: Barkhaus, Beyer, Heise, Holman, Scanlan, Schreiber, Schneider and Willems.

**2. Pledge of Allegiance**

**3. Invocation** was given by Supervisor Lavarda

**4. Statement of Oconto County Mission and Vision**

Richard Heath, County Administrator, recited the Oconto County Mission and Vision statement.

**5. Presentation of Awards and Recognition – None.**

**6. Presentation of Communications and Petition**

There were 2 communications:

- A thank you from the family of Supervisor Ragen for the expression of sympathies at the passing of his wife, Bev Ragen; treated as information to the board.
- 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 effect August 8, 2025; treated as information to the board.

**7. Consent Agenda**

**7.1. Removal of Items from Consent Agenda – None.**

**7.2. Approval of Consent Agenda**

7.2.1. **A2025-07-01** Zoning Change – Town of Brazeau (Schwenke) – L&W Resources Com.

7.2.2. **A2025-07-02** Zoning Change – Town of Chase (Beaudoin Properties LLC) – L&W Resources Com.

7.2.3. **A2025-07-03** Zoning Change – Town of Morgan (Bergh) – L&W Resources Com.

7.2.4. **A2025-07-04** Zoning Change – Town of Morgan (Jones) – L&W Resources Com.

7.2.5. **A2025-07-05** Zoning Change – Town of Morgan (Whitman) – L&W Resources Com.

7.2.6. **A2025-07-06** Zoning Change – Town of Stiles (Bowline Holdings LLC) – L&W Resources Com.

7.2.7. **A2025-07-07** Zoning Change – Town of Underhill (St. Nicks Pines V LLC) – L&W Resources Com.

7.2.8. **R2025-07-01** Approval of Employee Handbook Revision – Administration Com.

7.2.9. **R2025-07-02** Approval of Purchase of Firearm Equipment Replacement – Public Safety Com

Motion by Lavarda/Wolf to approve the consent agenda as presented. The motion to approve carried by an electronic vote 22 Ayes, 0 Nays, 8 Absent, 1 Abstain (Ondik).

**8. Regular Agenda**

**8.1. Change in Sequence – None.**

**8.2. Removal of Items – None.**

**8.3. Approval of Regular Agenda**

Motion by Kobylarczyk/Cole to approve agenda. The motion was voted on and carried.

**9. Approval of Previous Meeting Proceedings**

Motion by Matravers/Meier to approve the proceedings from the 06/19/2025 meeting. The motion was voted on and carried.

**10. Committee and Departmental Reports**

**10.1. Report – Highway Facility Update**

Richard Heath, County Administrator, presented the Highway Facility Update report.

**10.2. Report – Health & Human Services**

Scott Shackelford, Health & Human Services Director, presented the Health & Human Services report.

**10.3. Report – Human Resources**

Richard Heath, County Administrator, presented the Human Resources report.

**10.4. Report – TEDCOR (Tourism & Economic Development Corporation of the Oconto Region)**

Jayme Sellen, TEDCOR Director, presented the TEDCOR report.

**11. R2025-07-03 Approve 2026 Budget Guidance – Administration Com.**

Motion by Van Zeeland/Meier to adopt R2025-07-03 Approve 2026 Budget Guidance. Following an explanation by Richard Heath, County Administrator, and discussion, motion by Gooding/Behrend to amend the Budget Guidance letter to send the 2026 Personnel and Operating Budget section back to the Administration Committee for consideration of obtaining a second opinion on conducting a second wage study. Following discussion, the motion to

amend failed on an electronic vote 5 yes (Gooding, Behrend, Wittkopf, Lavarda, Ondik), 18 nays. Following further discussion, the motion to adopt R2025-07-03 as presented carried by an electronic vote 22 ayes, 1 nay (Gooding).

**12. Announcements/General Information (No Action to be taken)**

- Dirt City races will be held July 26-27, 2025, in the Village of Lena.
- Oconto County Youth Fair is coming up. August 16, 2025, is the Horse, Cat, Dog and small animal/caged bird show, the Opening Ceremony is August 21, 2025, with events running through August 24, 2025.
- WCA Annual Conference will be held September 21-23, 2025. Reminder that registrations/reservations are all online.
- The County Board Industry Tour will be held Friday, October 3, 2025. Please reserve the date in your calendars.
- Heath provided an update from Jon Spice, Emergency Management Director, regarding the storms that occurred last evening, July 23, 2025. Cooling shelters are available for those without power.
- The Oconto Falls Fire Department will be celebrating their 125<sup>th</sup> anniversary on September 6, 2025!

**13. Adjournment**

Chair Sleeter declared the meeting adjourned at 10:23 a.m.

The next meeting of the Oconto County Board of Supervisors will be on August 21, 2025.

Proceedings of County Board meeting may be viewed in its entirety at [www.ocontocountywi.gov](http://www.ocontocountywi.gov)

Kim Pytleski, Oconto County Clerk

*kp/Date Posted: 07/24/2025*

AMENDATORY ORDINANCE – A2025-07-01

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

WHEREAS: the Land & Water Resources Committee, as granted within the Oconto County Zoning Ordinance under section 14.3303 (d) may Petition for Zoning Amendments, desires to rezone areas of parcels on behalf of property owners where an exchange of lands created incidental areas not consistent with the adopted Oconto Co Zoning District Map; and

WHEREAS: the owners of the affected lands have signed a consent agreement to have the county make an application on their behalf in order to expedite the exchange of lands between parcel owners as provided on attached documents; and

WHEREAS: the incidental areas are of such nature that the department and the Land & Water Resources Committee felt it was not prudent to burden each applicant with separate rezone applications and the affected Town with the standard rezone review process involving Town Plan Commission/Town Board Review; and

WHEREAS: while the applicants or County did not meet with each town to consider the change in zoning, the department review for consideration of the consent rezones assured that no additional lots are being created, and that the rezone is to make the zoning consistent throughout the parcel; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application and the standards for rezoning lands under 14.3315 has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20250007

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

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-20250032 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classifications for the incidental areas noted within each parcel attached to this amendatory ordinance.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 24th day of July, 2025.

By: LAND AND WATER RESOURCES COMMITTEE

Tim Cole, Chair  
Patrick J. Scanlan  
Keith Schneider  
Wayne Kaczrowski  
Mike Beyer  
Dennis Kroll (alternate)  
David Parmentier (alternate)

Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE

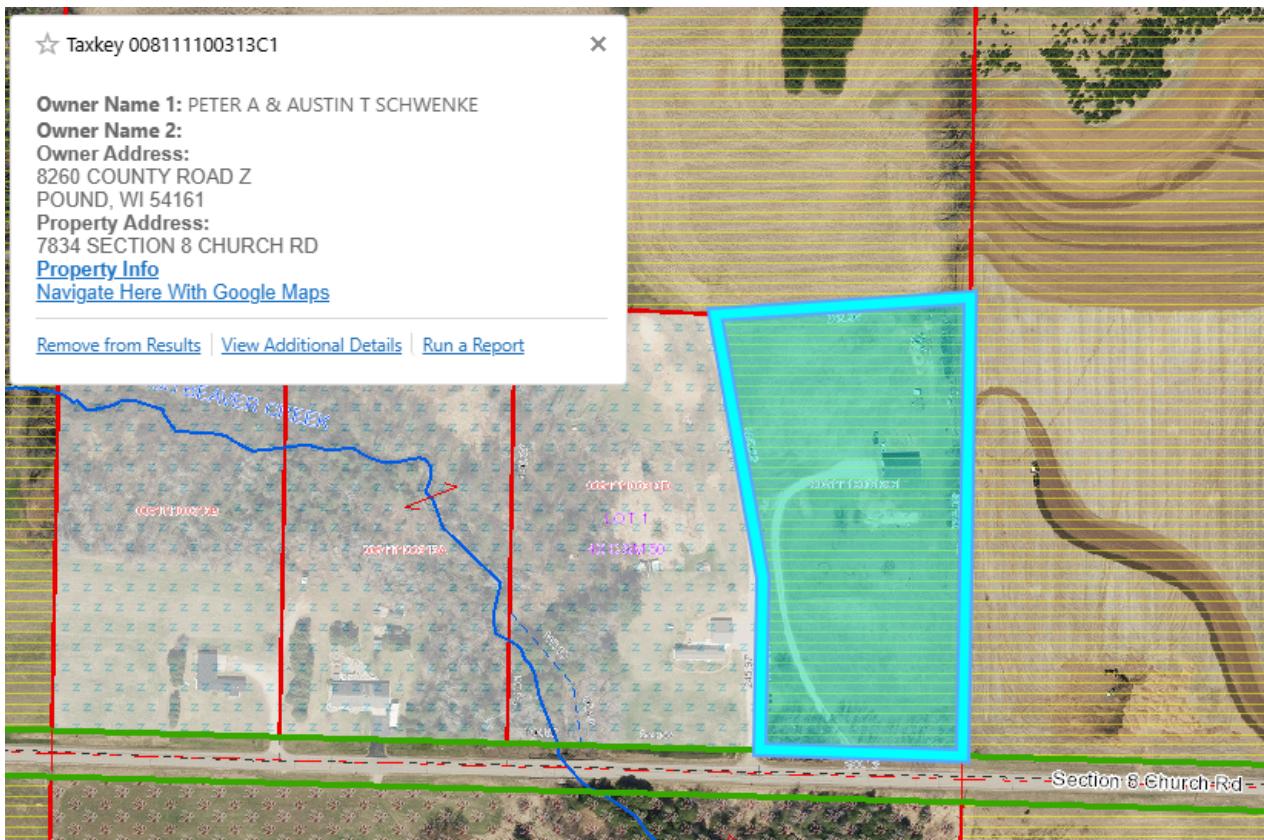
Adopted by an electronic vote: 22 Ayes, 0 Nays, 8 Absent, 1 Abstain, 0 Vacant

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: 07/23/2025 Kim Pytleski, County Clerk

## Town of Brazeau

1. Tax Parcel 008-111100313C1, Peter A. & Austin T. Schwenke, 8260 CTH Z, Pound, WI 54161, rezone from the Agriculture (A) district to the Rural Residential district. This parcel (4.81 acres) was granted a variance in 1996 to allow a residence to be constructed on agricultural zoned lands that did not meet the minimum zoning district standards. This consent rezone is to maintain compliance for future development. Location of the property is Section 11, T30N, R19E, Town of Brazeau, 7834 Section 8 Church Rd.



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5 **AMENDATORY ORDINANCE – A2025-07-02**

6 To: The Honorable Chair and Members of the Oconto County Board of Supervisors  
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9 WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-  
10 20250025, filed May 12, 2025, to amend the Oconto County Zoning District Map, and having given notice  
11 thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin  
12 Statutes, and having been informed of the facts pertinent to the changes as follows:  
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15 To rezone land from Rural Residential District to Residential Single Family District on property described  
16 as:  
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18 PROPERTY INFORMATION: Tax Parcel # 012-303000311C  
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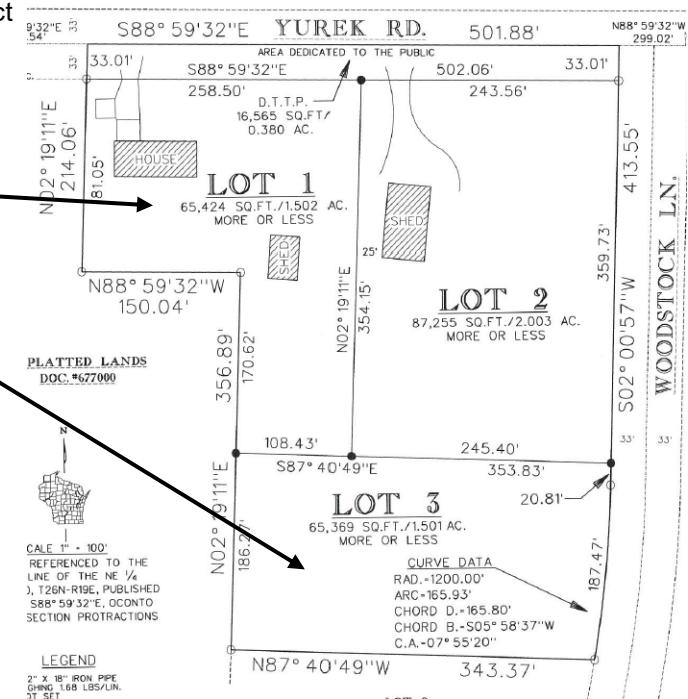
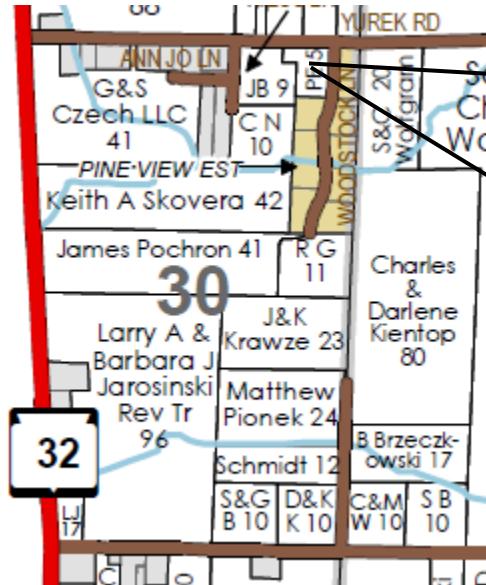
20 Part of Section 30, T26N, R19E, Town of Chase  
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22 Existing Zoning: Rural Residential District  
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24 Proposed Zoning: Residential Single Family District  
25

26 PROPERTY OWNER: Beaudoin Properties LLC  
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28 Area to be rezoned  
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57                   NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS  
58                   FOLLOWS: Petition: RZ-20250025

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

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63                   Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid  
64                   by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

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66                   Section 3: Rezone petition RZ-20250025 is hereby adopted amending the Oconto County Zoning District  
67                   Map, by changing the zoning classification from Rural Residential District to Residential Single Family  
68                   District for the above noted description.

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70                   Section 4: The ordinance shall take effect the day after passage and publication as required by law.

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73                   Submitted this 24th day of July, 2025.

74                   By: LAND AND WATER RESOURCES COMMITTEE  
75  
76                   Tim Cole, Chair  
77                   Patrick J. Scanlan  
78                   Keith Schneider  
79                   Wayne Kaczrowski  
80                   Mike Beyer  
81                   Dennis Kroll, Alternate  
82                   David Parmentier, Alternate  
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87                   *Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE*

88                   *Adopted by an electronic vote: 22 Ayes, 0 Nays, 8 Absent, 1 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: 07/23/2025 Kim Pytleski, County Clerk*

## AMENDATORY ORDINANCE – A2025-07-03

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

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250028, filed May 29, 2025, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Agricultural District to Rural Residential District on property described as:

**PROPERTY INFORMATION: Tax Parcel # 028-262600311B**

Part of Section 26, T27N, R19E, Town of Morgan

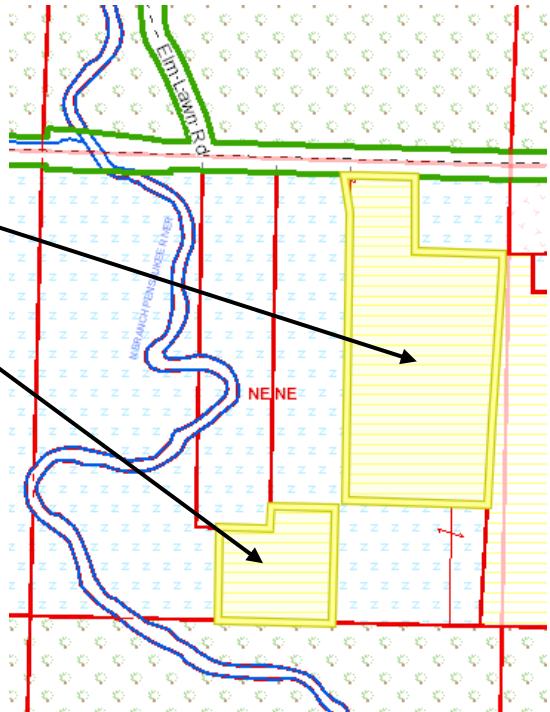
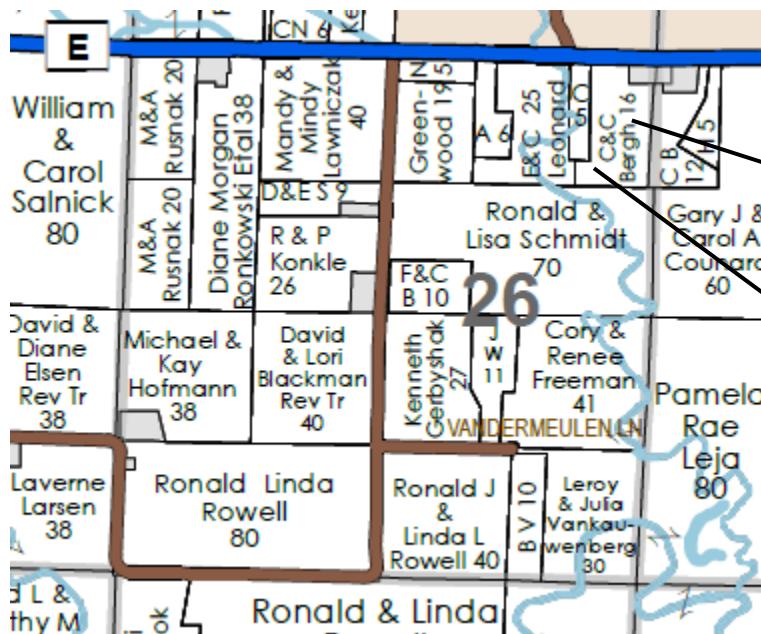
## Existing Zoning: Agricultural District

## Proposed Zoning: Rural Residential District

PROPERTY OWNER: Christopher Bergh

## Area to be rezoned

## Area to be rezoned



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

WHEREAS: the applicant desires to rezone 9.84 acres to Rural Residential District in order to bring the parcel into compliance for future development; and

WHEREAS: the acreage is currently being utilized as open grasslands; and

WHEREAS: the parcel is located along CTY E and is in an area planned for low impact & low density residential development; and

WHEREAS: the Town of Morgan held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for

56 rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has  
57 recommended approval.

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59 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS  
60 FOLLOWS: Petition: RZ-20250028

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

64  
65 Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid  
66 by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

67  
68 Section 3: Rezone petition RZ-20250028 is hereby adopted amending the Oconto County Zoning District  
69 Map, by changing the zoning classification from Agricultural District to Rural Residential District for the  
70 above noted description.

71  
72 Section 4: The ordinance shall take effect the day after passage and publication as required by law.

73  
74  
75 Submitted this 24th day of July, 2025.

76  
77 By: LAND AND WATER RESOURCES COMMITTEE

78  
79 Tim Cole, Chair  
80 Patrick J. Scanlan  
81 Keith Schneider  
82 Wayne Kaczrowski  
83 Mike Beyer  
84 Dennis Kroll, Alternate  
85 David Parmentier, Alternate

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88  
89 *Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE*

90  
Adopted by an electronic vote: 22 Ayes, 0 Nays, 8 Absent, 1 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: 07/23/2025 Kim Pytleski, County Clerk*

## AMENDATORY ORDINANCE – A2025-07-04

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

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250030, filed June 11, 2025, to amend the Oconto County Zoning District Map and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Rural Residential District to Agricultural District on property described as:

**PROPERTY INFORMATION: Tax Parcel # 028-0606017473A**

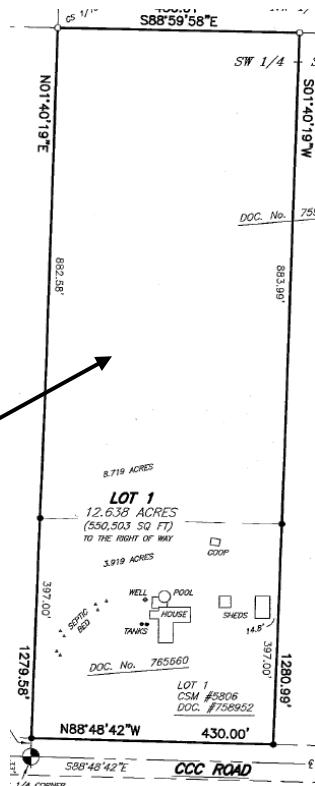
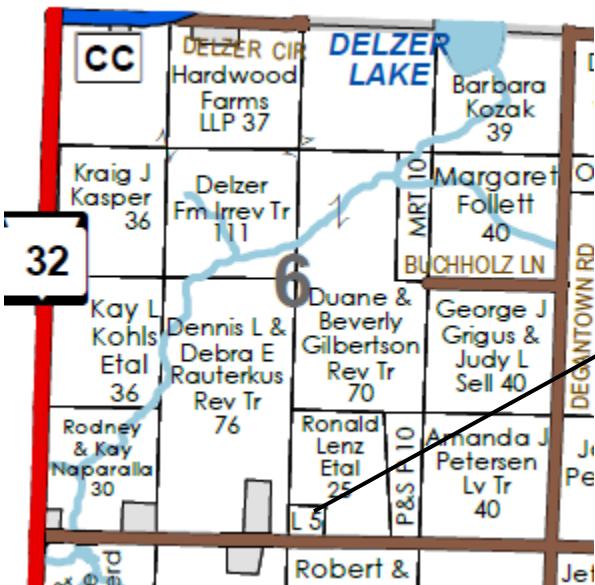
Part of Section 6, T27N, R19E, Town of Morgan

## Existing Zoning: Rural Residential District

## Proposed Zoning: Agricultural District

PROPERTY OWNER: Michael & Andrea Jones

## Area to be rezoned



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

WHEREAS: the applicant desires to rezone 3.5 acres to Agricultural District in order to bring the parcel into compliance to make the lot consistent throughout the new parcel; and

WHEREAS: the acreage is currently being utilized as a residence and croplands; and

WHEREAS: the parcel is located along CCC Rd and is in an area planned for Agricultural & Woodland use; and

WHEREAS: the Town of Morgan held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20250030

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

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-20250030 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classification from Rural Residential District to Agricultural District for the above noted description.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 24th day of July, 2025.

By: LAND AND WATER RESOURCES COMMITTEE

Tim Cole, Chair  
Patrick J. Scanlan  
Keith Schneider  
Wayne Kaczrowski  
Mike Beyer  
Dennis Kroll, Alternate  
David Parmentier, Alternate

Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE

Adopted by an electronic vote: 22 Ayes, 0 Nays, 8 Absent, 1 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: 07/23/2025 Kim Pytleski, County Clerk

## AMENDATORY ORDINANCE – A2025-07-05

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

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20250031, filed June 11, 2025, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Agricultural District to Rural Residential District on property described as:

## PROPERTY INFORMATION: Tax Parcel # 028-313100621

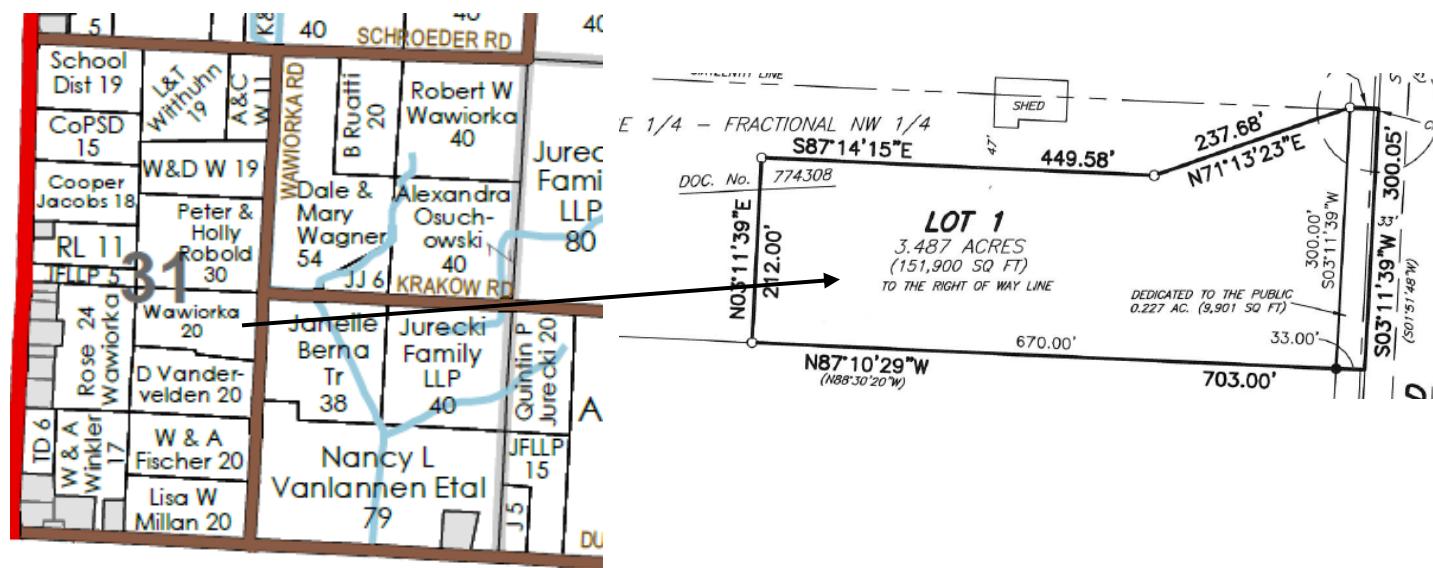
Part of Section 31, T27N, R19E, Town of Morgan

## Existing Zoning: Agricultural District

## Proposed Zoning: Rural Residential District

PROPERTY OWNER: Sean & Rachel Whitman

## Area to be rezoned



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

WHEREAS: the applicant desires to rezone 3.5 acres to Rural Residential District in order to bring the parcel into compliance to create a residential lot; and

WHEREAS: the acreage is currently being utilized as vacant lands adjacent to an existing residence; and

WHEREAS: the parcel is located along Wawiorka Rd and is in an area planned for residential development; and

WHEREAS: the Town of Morgan held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20250031

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

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-20250031 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classification from Agricultural District to Rural Residential District for the above noted description.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 24th day of July, 2025.

By: LAND AND WATER RESOURCES COMMITTEE

Tim Cole, Chair  
Patrick J. Scanlan  
Keith Schneider  
Wayne Kaczrowski  
Mike Beyer  
Dennis Kroll, Alternate  
David Parmentier, Alternate

Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE

Adopted by an electronic vote: 22 Ayes, 0 Nays, 8 Absent, 1 Abstain, 0 Vacant

STATE OF WISCONSIN  
COUNTY OF OCONTO

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5 **AMENDATORY ORDINANCE – A2025-07-06**

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

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8 WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-  
9 20250027, filed May 23, 2025, to amend the Oconto County Zoning District Map, and having given notice  
10 thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin  
11 Statutes, and having been informed of the facts pertinent to the changes as follows:

12 To rezone land from Forest District to Rural Residential District on property described as:

13 PROPERTY INFORMATION: Tax Parcel # 040-3030017341

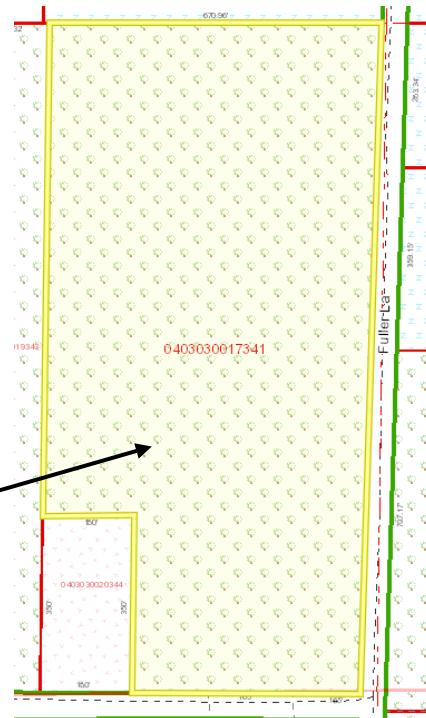
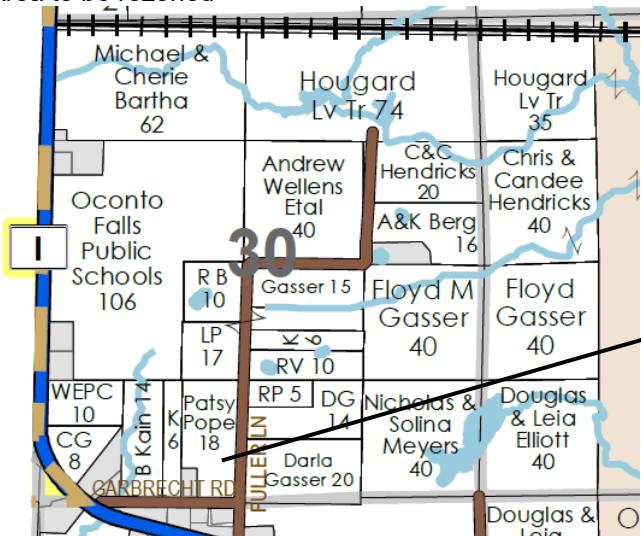
14 Part of Section 30, T28N, R20E, Town of Stiles

15 Existing Zoning: Forest District

16 Proposed Zoning: Rural Residential District

17 PROPERTY OWNER: Bowline Holdings LLC

18 Area to be rezoned



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

20 WHEREAS: the applicant desires to rezone 18.5 acres to Rural Residential District in order to bring  
21 the parcel into compliance to subdivide the parcel to create residential lots; and

22 WHEREAS: the acreage is currently being utilized as wooded acreage; and

23 WHEREAS: the parcel is located along Garbrecht Rd and Fuller Ln and is in an area planned for  
24 low impact & low density residential development; and

25 WHEREAS: the Town of Stiles held a board meeting to consider the change in zoning for  
26 consistency with their Town Comprehensive Plan and voted to recommend approval; and

27 WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after  
28 listening to testimony for and against, and after reviewing the application staff report, the standards for  
29 rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has  
30 recommended approval.

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32 NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS  
33 FOLLOWS: Petition: RZ-20250027

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

59  
60 Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid  
61 by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

62  
63 Section 3: Rezone petition RZ-20250027 is hereby adopted amending the Oconto County Zoning District  
64 Map, by changing the zoning classification from Forest District to Rural Residential District for the above  
65 noted description.

66  
67 Section 4: The ordinance shall take effect the day after passage and publication as required by law.

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70  
71 Submitted this 24th day of July, 2025.

72  
73 By: LAND AND WATER RESOURCES COMMITTEE

74  
75 Tim Cole, Chair  
76 Patrick J. Scanlan  
77 Keith Schneider  
78 Wayne Kaczrowski  
79 Mike Beyer  
80 Dennis Kroll, Alternate  
81 David Parmentier, Alternate

82  
83  
84 *Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE*

85 *Adopted by an electronic vote: 22 Ayes, 0 Nays, 8 Absent, 1 Abstain, 0 Vacant*

STATE OF WISCONSIN  
COUNTY OF OCONTO

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office of the County Clerk and that it was adopted by the Oconto County Board of Supervisors on this  
date. DATE: 07/23/2025 Kim Pytleski, County Clerk*

## AMENDATORY ORDINANCE – A2025-07-07

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

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-202500029, filed June 3, 2025, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Forest District to Rural Residential District on property described as:

**PROPERTY INFORMATION: Tax Parcel # 044-292901541**

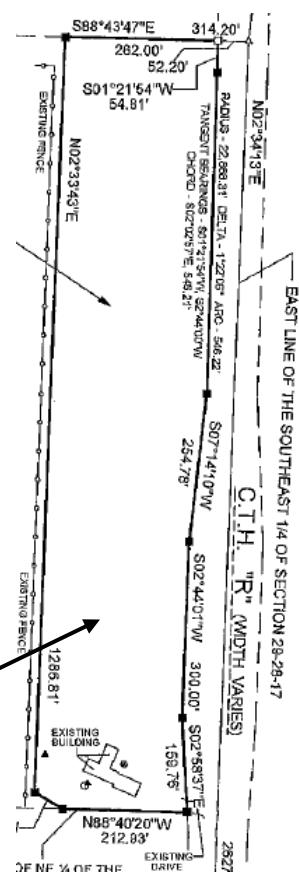
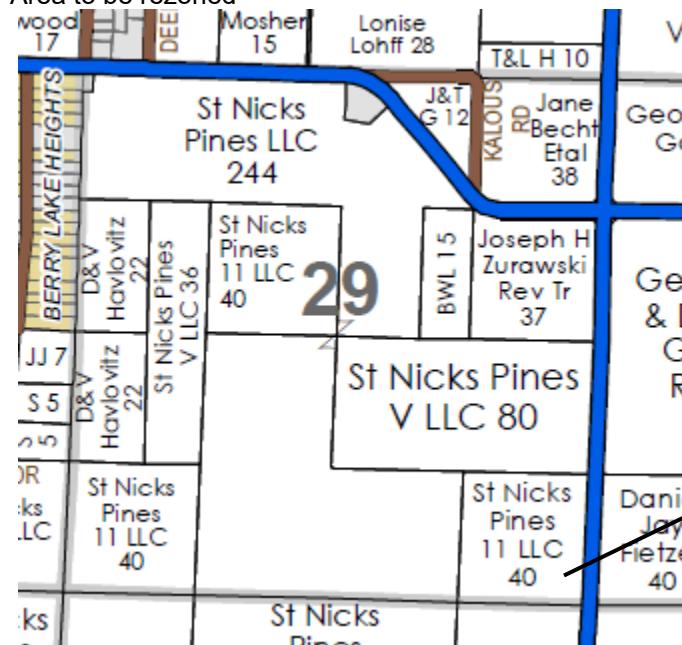
Part of Section 29, T28N, R17E, Town of Underhill

## Existing Zoning: Forest District

## Proposed Zoning: Rural Residential District

PROPERTY OWNER: St. Nicks Pines V LLC

## Area to be rezoned



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

WHEREAS: the applicant desires to rezone 7.78 acres to Rural Residential District in order to bring the parcel into compliance split off residence from larger acreage; and

WHEREAS: the acreage is currently being utilized as a residence and wooded acreage; and

WHEREAS: the parcel is located along Cty Rd R and is in an area planned for low impact & low density residential development; and

WHEREAS: the Town of Underhill held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 7/14/2025 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-202500029

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

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-202500029 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classification from Forest District to Rural Residential District for the above noted description.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 24th day of July, 2025.

By: LAND AND WATER RESOURCES COMMITTEE

Tim Cole, Chair  
Patrick J. Scanlan  
Keith Schneider  
Wayne Kaczrowski  
Mike Beyer  
Dennis Kroll, Alternate  
David Parmentier, Alternate

Electronically Reviewed by Corporation Counsel on 07.17.2025 - BLE

Adopted by an electronic vote: 22 Ayes, 0 Nays, 8 Absent, 1 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: 07/23/2025 Kim Pytleski, County Clerk

**RESOLUTION – R2025-07-01**

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

**Re: Approval of Employee Handbook Revision**

WHEREAS, the Administration Committee has solicited input into possible changes the Employee Handbook that was last revised January, 2024; and

WHEREAS, based on the input, the Administration Committee is recommending the following revisions as outlined in the attached to section 6.4 Holiday Pay of the Employee Handbook; and

WHEREAS, there is no fiscal impact.

NOW, THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors does hereby approve the attached Employee Handbook revision.

Submitted this 24th day of July, 2025.

By: ADMINISTRATION COMMITTEE

Alan Sleeter, Chair  
Dennis Kroll  
Carol Heise  
John Matravers  
Char Meier  
Theresa Willems

Electronically Reviewed by Corporation Counsel on 07.10.2025 - BLE

Adopted by an electronic vote: 22 Ayes, 0 Nays, 8 Absent, 1 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: 07/23/2025 Kim Pytleski, County Clerk

## 6.4 Holidays

### Holiday Pay

Oconto County recognizes the following paid holidays:

- New Year's Day
- Friday before Easter or Easter (if 24/7 position)
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day
- New Year's Eve Day

New employees must have worked more than thirty [30] calendar days to receive holiday pay.

Non salaried employees who work on a holiday receive the holiday pay plus 1 ½ time their pay rate for hours worked on that day.

In order to qualify for said holiday pay, an employee must work the scheduled shift before and the first scheduled shift after said holiday unless on authorized paid absence.

For 24/7 employees and Highway Superintendents can bank up to thirty-six [36] worked holiday hours. Banked holiday hours may not be carried over to the following year. All banked holidays will be paid out and treated like compensation time to be paid out on the last paycheck of the year.

For non-24/7 positions, if a paid holiday falls on a Saturday, the paid holiday is to be observed on the preceding Friday. If the holiday falls on a Sunday, the following Monday is to be considered the paid holiday. For 24/7 positions, the holiday shall be observed on the holiday as approved by the County.

**RESOLUTION – R2025-07-02**

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

**Re: Approval of Purchase of Firearm Equipment Replacement**

WHEREAS, Resolution R2025-04-04 approved the funds to purchase 39 Glock Model 47 Direct Mount MOS Package Pistols (Optic +) handguns with the direct cut in the slide for the Holosun 509T optic, with suppressor height iron sights, all supplied from the Glock factory; and

WHEREAS, Glock, Inc. sells its pistols at higher prices than distributors in an effort to not have to be concerned with sales and based on Glock, Inc.'s rules for the sales of their firearms to Law Enforcement Agencies there are only two other options; and

WHEREAS, the one proven option is from Kiesler Police Supply, based in Indiana which Oconto County Sheriff's Office currently utilizes as a vendor for most of its ammunition purchases and has purchased Glock pistols from them since 2017; the Wisconsin Kiesler Police Supply sales representative resides in the Green Bay, WI area and replies to questions and requests to supply needed orders quickly for safety purposes; and

WHEREAS, the second option is Ray O'Herron Company, based in Illinois. Oconto County Sheriff's Office has only had contact with their representative once, and the representative's response was slow and took several days; and

WHEREAS, the bidding requirements of Sec. 1.8(j)(e) and Sec. 1.8(j)(e)(v) of the Oconto County Financial Management Policy be and are hereby waived by County Administrator Richard Heath for this purchase; and

NOW, THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors does hereby approve the purchase of 39 Glock firearms from Kiesler Police Supply for \$32,327.49 using funds transferred from the General Fund account.

Submitted this 24th day of July, 2025.

By: PUBLIC SAFETY COMMITTEE

Dennis Kroll, Chair  
David Parmentier  
Don Bartels, Jr.  
Tracy S. Ondik  
Al Schreiber

Electronically Reviewed by Corporation Counsel on 07.11.2025 - BLE

Adopted by an electronic vote: 22 Ayes, 0 Nays, 8 Absent, 1 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: 07/23/2025 Kim Pytleski, County Clerk

**Sales Quote**

KIESLER POLICE SUPPLY  
2802 SABLE MILL RD  
JEFFERSONVILLE, IN 47130

**Bill-to Customer**

OCONTO CO SHERIFF'S DEPT  
301 WASHINGTON ST.  
eric.thomson@ocontocountywi.gov  
OCONTO, WI 54153

**Ship-to Address**

OCONTO CO SHERIFF'S DEPT  
ERIC THOMSON #920-834-6933  
301 WASHINGTON ST  
OCONTO, WI 54153

## Your Reference

Bill-to Customer No. L07860  
Tax Registration No.

TIFANY

No. Q165055  
Document Date July 10, 2025  
Due Date August 9, 2025  
Payment Terms  
Payment Method  
Tax Identification Type Legal Entity  
Shipment Method Standard  
Eric Thomson <eric.thomson@ocontocountywi.gov>  
(920) 834-6933

Salesperson  
Email  
Home Page  
Phone No.

No.	Description	Quantity	Unit of Measure	Unit Price Excl. Tax	Line Amount Excl. Tax
GLOC475S302MO	GLOCK 47MOS6 GEN5 9MM PISTOL, BLACK, FRONT S6H2 SERRATIONS, AMERIGLO NON-TRITIUM FRONT/REAR SIGHTS, HOLOSUN 509T RD, 5.5LB --AGENCY DROPSHIP ONLY-- HACMA (DS) (ETA 4-5 MONTHS)	39	EACH	828.91	32,327.49
KIESLER DISCLAIMER	THIS QUOTE/ORDER IS BASED ON CURRENT MARKET CONDITIONS AND TARIFF RATES AS OF THE DATE LISTED ON QUOTE. WE RESERVE THE RIGHT TO ADJUST THE FINAL PRICE TO REFLECT ANY UNFORESEEN CHANGES IN TARIFFS OR OTHER APPLICABLE TAXES THAT MAY OCCUR BETWEEN THE DATE OF THIS QUOTE AND THE DATE OF DELIVERY. WE WILL NOTIFY YOU OF ANY SUCH PRICE ADJUSTMENTS AS SOON AS POSSIBLE.	1	EACH	0.00	0.00
FORMAT TIFANY	QUOTED BY TIFANY STEWART KIESLER POLICE SUPPLY 2802 SABLE MILL ROAD JEFFERSONVILLE, IN 47130 THIS QUOTE IS VALID FOR 30 DAYS TSTEWART@KIESLER.COM	1	EACH	0.00	0.00
Amount Subject to Sales Tax	0.00		Subtotal	32,327.49	
Amount Exempt from Sales Tax	32,327.49		Total Tax		0.00
			Total \$ Incl. Tax		32,327.49
			Tax Amount		0.00



**KIESLER POLICE SUPPLY FFL# 4-35-019-11-7M-08220**

**RETURNED GOODS POLICY**

No returned goods will be accepted without prior consent. Any packages returned without properly displaying a return authorization number will be refused. Returns subject to up to 25% restocking fee

**DEFECTIVE MERCHANDISE POLICY**

We are not a warranty repair station for any manufacturer. Returns of defective merchandise must be made directly to the manufacturer for repair or replacement.

**DAMAGED GOODS POLICY**

Claims of shortages or damaged shipments must be made immediately upon receipt of shipment.

**RESOLUTION – R2025-07-03**

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

**Re: Approve 2026 Budget Guidance**

WHEREAS, per County Board rule 2.118 (A), the Administration Committee shall provide guidance and recommendations to the County Board in June or July; and

WHEREAS, the Administration Committee is recommending the attached 2026 Budget Guidance Letter; and

WHEREAS, the fiscal impact is estimated to be between \$500,000.00 to \$1,000,000.00, depending on the final adopted 2026 Budget; and

THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors hereby approves the attached 2026 Budget Guidance Letter.

Submitted this 24th day of July, 2025.

By: ADMINISTRATION COMMITTEE

Alan Sleeter, Chair  
Dennis Kroll  
Carol Heise  
John Matravers  
Char Meier  
Theresa Willems

Electronically Reviewed by Corporation Counsel on 07.16.2025 - BLE

*Adopted by an electronic vote: 22 Ayes, 1 Nay, 8 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: 07/23/2025 Kim Pytleski, County Clerk



Oconto County Administrator  
301 Washington St.  
Oconto, WI 54153

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**To:** OCONTO COUNTY BOARD OF SUPERVISORS, DEPARTMENT MANAGERS

**From:** County Administrator, Finance Director, and Administration Committee

**Date:** July 17, 2025

**Re:** Oconto County 2026 Budget Guidance Letter (DRAFT)

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### **General Information**

Pursuant to the Rules of the Board, Section 2.118(a), the Administration Committee shall provide guidance and recommendations to the County Board in June or July of each year regarding the county's ensuing year's budget. To comply with this ordinance, this 2026 Oconto County Budget Guidance Letter is being submitted.

The 2026 Budget is being prepared while considering several external influences that will likely impact staffing levels, ordering processes, and the services provided by Oconto County. The supply chain for the assembly and delivery of larger pieces of equipment has not recovered from the pandemic. For example, there is an 18-month+ delay in the delivery of much-needed quad-axle trucks for the Highway Department. The ongoing tariffs have made it difficult to know when to order equipment, especially technology hardware given its availability and any projected cost increases that were not accounted for with the 2025 Budget. The cuts in Federal funding are being assessed to determine which programs will be eliminated or changed and how the staff working in those areas will be affected. The 2025-2027 Wisconsin State budget was recently passed, and its impact on county aids, programs, and services are being evaluated. Shared Revenue figures from the Department of Revenue will not be known until August.

The primary sources of revenues from which the budget is prepared: property taxes and shared revenue have increased modestly over the past 3-4 years. Interest generated from a healthy fund balance has been used to balance the budget. For the 2025 Budget, \$1.85 million in interest was used to cover expenses. With approximately 42% of the county's annual operating budget consisting of grants, contracts, charges for service, and pass-through funds, these revenue sources tend to fluctuate based on State and Federal funding levels and the need for those services. The Federal American Rescue Plan Act (ARPA) funds have been committed and are required to be spent by the end of 2026. The ARPA money covered several large expenditures over the past three years, and without those funds, there will be increasing reliance on Sales Tax revenues to cover future capital improvement expenses.

### **Financial Information**

#### **Overview**

The county mill rate decreased from \$3.583 per \$1,000 of equalized value in 2024 to \$3.107 per \$1,000 of equalized value in 2025, a 13.3% decrease. The mill rate includes the following rates:

- \$2.837 per \$1,000 for general property tax levy subject to the limit
- \$0.178 per \$1,000 for debt service of the Law Enforcement Center
- \$0.092 for Bridge Aid & Library levy (not subject to the limit)

The County's equalized value rose from \$6,157,936,335 in 2024 to \$7,173,380,700, an increase of 18% for 2025.

The 2025 total tax levy was \$22,208,245. This number is broken down as follows:

- \$20,278,865 for general county levy
- \$583,535 for library levy
- \$72,345 for bridge aid levy
- \$1,273,500 for county debt levy (Law Enforcement Center)

The county's equalized value is expected to see another large increase as many of the local municipalities have undergone their reassessment. Net New Construction determines the allowable increase for the general property tax levy subject to the levy limit. For the 2024 budget, the Net New construction percentage was 1.45%. The Net New construction percentage will not be provided by the State until August. A five-year average of Net New construction is 1.56%, which is projected to generate between \$275,000 and \$325,000 in additional funding. In comparison, the State of Wisconsin saw a five-year average of 1.65%.

#### General Fund

There was **no** General Fund money applied to balance the budget in 2024. Revenues exceeded expenditures by \$1,570,152 (subject to audit), with many of the departments finishing under budget. The county also realized increases in revenues primarily from timber sales, interest income, and additional state and federal grants.

#### County Sales Tax

In 1994, a county Sales Tax was adopted to fund the annual debt service payments and subsequently to include Capital Improvement Plan (CIP) projects. From July 1994 through June 2025, \$52,842,375 has been collected from the Sales Tax. The county collects just over \$3 million annually in sale tax revenue. In the 2024 budget, \$3,614,972 was allocated for various projects to include \$439,000 for Forest, Park, and Recreation Department equipment and projects; \$638,537 for technology upgrades; and \$1,432,879 to the Highway Department for equipment replacement. No county sales tax will be used to cover debt service payments in 2026.

### **2026 Personnel and Operating Budgets Information**

County departmental budgets are basically categorized into three cost centers: personnel, operating, and capital outlay. The Finance Department will provide departments, offices, and outside agencies with their 2026 budget instructions and worksheets, along with financial data that includes projected personnel expenses and program costs for 2025.

1. Total Personnel costs (\$1,858,340)
  - a. Wages (\$1,300,293)
    - i. General Employees-
      1. Across the board - 2% increase on market wage (\$302,600)
      2. \*McGrath Implementation Recommendations (\$831,227)
    - ii. Elected Officials - per adopted county board resolution (\$12,145)
    - iii. Public Safety Employees – Estimated (\$154,321) (Includes 2025 and 2026 wage and benefit adjustments under new Union Contract which has not been settled)

**\*Note:** Dependent upon County Board approval.

- b. Fringe Benefits (\$558,047)
  - i. Retirement, disability insurance, life insurance and workers compensation insurance – rate as set by State (expect the 2026 rates to remain close to the 2025 rates).
  - ii. Social Security & Medicare – rate set by the Federal Government (expected to remain the same as 2025).
  - iii. Increased Fringe Costs Due to Wage Increases (\$208,047)
  - iv. Health Insurance –Overall premium increase projected to be 8% (\$350,00)  
Note: It was a 5% increase in health insurance premiums for 2025
- 2. The County Board approved \$350,000 in the 2025 Budget for implementation of the McGrath Wage and Compensation study recommendations. Upon County Board approval of any of the recommendations listed in the report, the estimated cost to implement the wage increases beginning October 1, 2025 is \$208,000. The remaining \$142,000 from the original \$350,000 could be used to fund the increases in wages starting on January 1, 2026.
- 3. Departments/offices are to budget a 0% increase for 2026; however, each can reallocate funds within their respective budgets to address changing service needs.
- 4. The allocated levy funds less any external funding sources (ex. grants) will cover the above personnel costs for each respective department and office.
- 5. When non-levy funding sources are available, an increase in non-levy operating costs may be included in the proposed department budget.
- 6. Departments are to budget for only necessary personnel, operating, and capital costs.

Non-County departments, agencies and organizations are to submit budgets with a 0% increase.

Library funding to be set per adopted *2025-2029 County Library Plan*.

The 2026 contingency budget is initially set at \$250,000. (Requires a 2/3 vote by County Board to use)

The amount of money from the General Fund projected to be needed to balance the 2026 budget is initially set at \$650,000.

For Capital Budget Requests, all requests previously listed in the current 5-year plan will be reviewed to determine if the item or project is going to be completed /purchased within the upcoming two years or can if it can be modified, reduced in cost, delayed, or eliminated.

The tax levy rate will be set at the limit allowed by state law.

### **Conclusion**

The 2026 Budget will be prepared using the philosophy of being fiscally prudent, focuses on the needs of the public, sustainable, and complies with the State-imposed municipal levy limits. It is necessary that Oconto County is competitive in the marketplace to be able to recruit and retain a knowledgeable and professional workforce to deliver high quality services to the public within a constrained funding environment. Administration will work with all departments, offices, and agencies to comply with these guidelines to arrive at a balanced 2026 Budget.