

\* \* MINUTES \* \*  
\* \* OUTAGAMIE COUNTY BOARD \* \*

Office of the County Clerk, June 27, 2023.

The Board met pursuant to adjournment, and was called to order by Chairperson Nooyen at 7:00 p.m. by teleconference.

ROLL CALL: 33 present, 3 absent. Members present: Thompson, Miller, Smith, Patience, Gabrielson, Konetzke, Hammen, Lawrence, Lamers, Ferguson, Wegand, Hermes, MacDonald, Schroeder, Croatt, Spears, Cooke, Santonato, Cuff, Hagen, Klemp, Thiede, Nooyen, Weinberg, Culbertson, Monfils, Winterfeldt, Nejedlo, Clegg, VanderHeiden, Rettler, Koury, and Lautenschlager. Members Absent: Krueger, McCabe, and Thyssen.

The Board Chairperson requested the Board's confirmation to excuse Supervisor McCabe and Supervisor Thyssen. No objections; so ordered.

**MINUTES OF THE JUNE 6, 2023 COUNTY BOARD MEETING**

Supervisor Thiede moved, seconded by Supervisor Hagen, to approve the minutes of the June 6, 2023, County Board meeting.

**VOICE VOTE CARRIED UNANIMOUSLY. MINUTES OF THE JUNE 6, 2023, COUNTY BOARD MEETING ARE APPROVED.**

**SPECIAL ORDER OF BUSINESS –**

Kevin Englebert, County Development and Land Services Director and Rebecca Speckhard, Quarles & Brady LLP, will provide background on the final resolution regarding Unconditional County Guaranty of Its Pro Rata Share, Intergovernmental Agreement and Taxable Revenue Bond Financing for Bug Tussel 1, LLC Project

County Development and Land Services Director, Kevin Englebert introduced Rebecca Speckhard, Quarles & Brady LLP, to discuss entering into the Bug Tussel transaction to create a middle mile network throughout Outagamie County and Resolution 29—2023-24 that is being brought before the County Board.

Rebecca Speckhard, Quarles & Brady LLP gave an overview of the transaction and bond issue.

- The bond issue is being issued by Fond du Lac County as a conduit financing for the benefit of Bug Tussel. Fond du Lac County is lending their name to the transaction, but Bug Tussel is the entity responsible for the repayment of the bonds.
- Each County that is participating and having their projects financed in the transaction, is being asked to provide a full faith agreement, unconditional guarantee of the portion of the bonds that is financing projects within their jurisdiction.
- Outagamie County's maximum exposure: The amount that Outagamie County is being asked to guarantee is \$24 million plus the interest that would accrue over the life of the 30-year bonds. Additionally, if there was a bond insurer that was part of the transaction and had to step in to make payments on behalf of Outagamie County, there could be compound interest on those payments made by the bond insurer.

- It is not intended that the guarantee would be drawn upon. The documents are set up that Bug Tussel is obligated to hold the bond payments throughout the course of the bond issue. The bonds are being marketed with the additional security feature of the guarantee for the benefit of investors.
- All of the Counties are reserving debt capacity in the amount of their portion and interest. The final resolution will offer the issuance of general obligation promissory notes to fund the guarantee (approved by a  $\frac{3}{4}$  vote).
- The intent is that Bug Tussel will make all principal and interest payments.
- At the time the bonds are issued (projected to be end of July) a portion of the bonds equal to one year's debt service is set aside in a reserve account with the trustee. If Bug Tussel ever failed to make a principal and interest payment, the trustee would use the reserve account to make the payment and notify the County they had to use the reserve account to make the payment.
- The County would then have 150 days to replenish the reserve account so that the reserve account would be fully funded by the next debt service payment date.
- The interest rate will be fixed at the time of issue.
- In exchange for providing the guarantee, Outagamie County will receive expansion of rural route access through fiber network and towers. The County will also have free access to fiber and towers for life of the bond issue. Bug Tussel will pay each county .4% in fees annually for the amount of outstanding bonds being guaranteed.
- From a legal perspective, the County is responsible for making payment regardless of any performance of Bug Tussel.
- If Bug Tussel does not make a payment, the County would get 150 days to replenish the reserve account. In addition, as soon as the County makes the payment, there is a guarantee agreement provided by Hilbert Communications on obligating Hilbert Communications to stand behind Bug Tussel's obligation to reimburse the County.
- There is also a first lien mortgage on every real estate asset or tower constructed with bond proceeds that Outagamie County would receive if Hilbert Communications does not stand behind the obligation, as well as a UCC filing made on all fiber on public right of way. This would provide the County the ability to foreclose on those assets, providing a level of security in the assets.
- Another security feature is that all the counties in the agreement could take over Bug Tussel 1 if there was a failure to make payments.
- All documents have been provided and have been reviewed. If the county wishes to participate in this financing, the documents are in appropriate legal format for County Board to approve.
- Bond Counsel is provided by Bug Tussel. Quarles and Brady, LLC are representing the County and have reviewed the documents from that perspective.

Supervisor Questions/Comments followed.

Lisa Lux, County Human Resources Director and Malayna Halvorson Maes, McGrath Human Resources Group, will give an update on the Total Rewards Project, next steps, and timing

Human Resources Director Lisa Lux provided an update on the total rewards compensation study.

- Director Lux introduced Malayna Halvorson Maes, McGrath Human Resources Group, who the County has partnered with on the Total Rewards Project to form a new compensation structure.
- What will be covered in the presentation:
  - Review of the project scope
  - Overview of the methodology and processes used

- Overview of findings and recommendations
- Insight into condensing to one wage schedule
- Implementation and timeframe
- What will not be covered in the presentation, as it is not yet available
  - Details to specific positions and employees
  - Specifics related to the funding of the project
  - There will not be a specific resolution being brought forward, just an update.

Malayna Halvorson Maes, McGrath Human Resources Group, spoke about the project scope that McGrath has followed:

- The Scope of Services included in the Total Rewards Compensation Study include:
  - Taking a look at what the County's current needs are within the organization in regards to not only total rewards, compensation, and benefits, but also the well-being of the organization, opportunities for professional development and recognition.
  - McGrath was tasked to not only evaluate for market competitiveness, but to also help reduce the number of classifications or job titles that are being supported.
- Methodology:
  - Meet with Administration, Human Resources, Department Heads, and Management Teams to help get an understanding of the programs, operations, and services that are provided at each department level.
  - McGrath then reviewed the current compensation system, organizational charts, job descriptions, and compensation policies.
  - Solicited compensation data from a list of 27 comparable organizations (public sector – cities or counties). Collected from minimum, midpoint, maximum and incumbent salary data points and aligned these with as many of the County's positions as possible.
  - Collected compensation data from local private employers in the region.
  - While Outagamie County currently has nearly 400 job titles, there will be some opportunities to make some adjustments to job titles and classifications to put the County in line with the industry.
- Market summary findings:
  - A graph was presented that compared Outagamie County's step 5 against the other organizations that were used to find the going market rate.
  - At this specific data point, 22% of the positions aligned to average market midpoint.
  - 19% of positions have a comp ratio of 45-49% and may be falling short of competitiveness within the market.
  - 60% of positions were found to be below average market midpoint. This was a common finding amongst different data points.
- Summary of recommendations:
  - Two salary schedules are recommended to be combined into one salary schedule.
    - Goal is to have equity in salary adjustments.
    - Structure will be similar with a step model that is built into each salary range. What will be unique is that all steps will be the same percentage between steps (3% increase with each move to the next step).
    - Twenty pay grades which includes both exempt and non-exempt roles.
    - Increase to 7-10% between each pay grade.
    - This keeps compression in line and as employees promote to higher grade levels, the promotion is greater and more meaningful.
    - Nearly 400 classifications (job titles) will be reduced to 250 classifications (job titles).

- McGrath provided two examples of pay grades to model how salaries will step with adequate performance on anniversary steps.
- New Structure and Implementation Process:
  - McGrath has built the model and all positions have been evaluated and placed on salary grades. The minimum implementation cost has been identified for the County.
  - All changes will occur at one time and it will be built into the 2024 budget, with salary adjustments made during the first pay period in January 2024.
  - All employees will receive some sort of a wage increase to transition to the new wage schedule.
  - The County will need to identify \$3 million to implement.
  - There will be flexibility for departments to hire new employees through step 5 without additional approval from HR.
- Next steps:
  - Meet with each Department Head to review and finalize position placements. July 12-14, 2023
  - Finalize recommendations and final report from McGrath – July 24, 2023
  - Presentation to County Board – August 2023
  - Presentation to Employees – Following County Board presentation in August 2023 with the caveat of 2024 budget approval
  - Setup of new wage schedules and testing in Tyler Munis – August through October 2023
  - Budget approval – November 2023
  - Changes made in system for each employee – November/December 2023
  - New salaries in effect first pay period – January 2024
  - Benefit review and enhancement recommendations - 2024

Supervisor Questions/Comments followed.

#### ESTABLISH ORDER OF THE DAY

Chairperson Nooyen reported the request to have all Appointments and Resolutions that are on the agenda locked in at the meeting.

Chairperson Nooyen asked for unanimous consent to handle reconsiderations and lock ins at the end of the meeting as noted. No objections; so ordered.

#### COMMUNICATIONS - Communication Referral List (included in the packet).

Chairperson Nooyen summarized the following communications:

- The County Executive's Report is in Drop Box.
- Four supervisors have yet to complete the May IT training. A reminder email was sent out to these individuals from the Legislative Services office.

PUBLIC PARTICIPATION IS LIMITED TO ONLY MATTERS LISTED ON THE AGENDA AND FOR A TOTAL OF FIFTEEN MINUTES WHICH MAY BE EXTENDED TO 30 MINUTES AT THE DISCRETION OF THE CHAIR – None.

APPOINTMENTS

County Executive Nelson nomination for appointment of Isaac Uitenbroek as Outagamie County Land Use Supervisor/Zoning Administrator, effective immediately.

Supervisor VanderHeiden moved, seconded by Supervisor Weinberg for confirmation of the above-listed appointment.

VOICE VOTE CARRIED UNANIMOUSLY. ISAAC UITENBROEK IS APPOINTED AS OUTAGAMIE COUNTY LAND USE SUPERVISOR/ZONING ADMINISTRATOR.

County Executive Nelson nomination for reappointment of George Fickau to the Board of Adjustment Zoning Ordinance; said term expiring June 30, 2026.

Supervisor Santonato moved, seconded by Supervisor Lautenschlager for confirmation of the above-listed reappointment.

VOICE VOTE CARRIED UNANIMOUSLY. GEORGE FICKAU IS REAPPOINTED TO THE BOARD OF ADJUSTMENT ZONING ORDINANCE.

County Executive Nelson nomination for reappointments of Thomas Nelson, Katrin Patience, Kevin Pullen, Gary Schmidt, and Paula Van De Leygraaf to the Local Emergency Planning Committee; said terms expiring June 30, 2026.

Supervisor Smith moved, seconded by Supervisor Cooke for confirmation of the above-listed reappointments.

VOICE VOTE CARRIED UNANIMOUSLY. THOMAS NELSON, KATRIN PATIENCE, KEVIN PULLEN, GARY SCHMIDT, AND PAULA VAN DE LEYGRAAF ARE REAPPOINTED TO THE LOCAL EMERGENCY PLANNING COMMITTEE.

County Board Chair Nooyen nomination for appointment of Rick Lautenschlager to the Land Information Council; said term expiring April 2024.

Supervisor Spears moved, seconded by Supervisor Konetzke for confirmation of the above-listed appointment.

VOICE VOTE CARRIED UNANIMOUSLY. RICK LAUTENSCHLAGER IS APPOINTED TO THE LAND INFORMATION COUNCIL.

UNFINISHED BUSINESS– None.

NEW BUSINESS

Resolution No. 26—2023-24 – Property, Airport, Recreation and Economic Development Committee. Approve to grant We Energies an easement for parcel numbers 111090900 and 111122700 in the Village of Greenville, as noted on the resolution and attachments.

Supervisor Culbertson moved, seconded by Supervisor Hammen, for adoption.

VOICE VOTE CARRIED UNANIMOUSLY. RESOLUTION NO. 26—2023-24 IS ADOPTED.

Resolution No. 27—2023-24 – Public Safety Committee. Approve the County Sheriff’s Office to apply for, accept and expend the 2023 Public Safety Answering Point grant funds issued by the Wisconsin Department of Military Affairs/Office of Emergency Communications, with a required 20% County match, to provide funding for equipment upgrades and advanced training necessary for Next Generation 9-1-1, and increase the line items for the 2023 Capital Projects Revenue, Intergovernmental – DMA Next Gen and the Sheriff – E911 Hardware/Software, Capital Outlay by \$388,624 each, as noted on the attached fiscal note.

Supervisor Patience moved, seconded by Supervisor Lamers, for adoption.

VOICE VOTE CARRIED UNANIMOUSLY. RESOLUTION NO. 27—2023-24 IS ADOPTED.

Resolution No. 28—2023-24 – Agriculture, Extension Education, Zoning & Land Conservation Committee. Approve the request to transfer the following line items of \$43,700 from the Small Department Vacation/Sick Leave Payout Fund to the Zoning Administration Salaries for \$32,775 and Fringe Benefits for \$10,925, and increase the General Funds Applied, Fund Balance Applied by \$43,700, and decrease the General Fund, Committed Fund Balance for Small Depts Vac/Sick Payouts by \$43,700, and increase the General Fund, Fund Balance Unassigned by \$43,700, to fill the vacated Zoning Administrator/Land Use Supervisor position in the Development and Land Services Department, as noted on the attachments.

Supervisor VanderHeiden moved, seconded by Supervisor Koury, for adoption.

VOICE VOTE CARRIED UNANIMOUSLY. RESOLUTION NO. 28—2023-24 IS ADOPTED.

Resolution No. 29—2023-24 – Finance Committee. Approve the Final Resolution regarding Unconditional County Guaranty of Its Pro Rata Share, Intergovernmental Agreement and Taxable Revenue Bond Financing for Bug Tussel 1, LLC Project, as noted of the resolution and attachments.

Supervisor Miller moved, seconded by Supervisor Croatt, for adoption.

VOICE VOTE CARRIED WITH THIRTY-ONE (31) YES, ONE (1) NO (HERMES), AND ONE (1) ABSTENTION (KONETZKE). RESOLUTION NO. 29—2023-24 IS ADOPTED.

RECONSIDERATION OF LAND USE SUPERVISOR/ZONING ADMINISTRATOR APPOINTMENT, BOARD OF ADJUSTMENT ZONING ORDINANCE REAPPOINTMENT, LOCAL EMERGENCY PLANNING COMMITTEE REAPPOINTMENTS, LAND INFORMATION COUNCIL APPOINTMENT AND RESOLUTION NOS. 26, 27, 28 AND 29—2023-24.

Supervisor Gabrielson moved, seconded by Supervisor Cuff, to reconsider the above listed appointments and resolutions.

Vote for reconsideration. LAND USE SUPERVISOR/ZONING ADMINISTRATOR APPOINTMENT, BOARD OF ADJUSTMENT ZONING ORDINANCE REAPPOINTMENT, LOCAL EMERGENCY PLANNING COMMITTEE REAPPOINTMENTS, LAND INFORMATION COUNCIL APPOINTMENT AND RESOLUTION NOS. 26, 27, 28 AND 29—2023-24 ARE RECONSIDERED.

Vote for lock in. VOICE VOTE CARRIED WITH THIRTY-TWO (32) YES AND ONE (1) ABSTENTION (KONETZKE). LAND USE SUPERVISOR/ZONING ADMINISTRATOR APPOINTMENT, BOARD OF ADJUSTMENT ZONING ORDINANCE REAPPOINTMENT, LOCAL EMERGENCY PLANNING COMMITTEE REAPPOINTMENTS, LAND INFORMATION COUNCIL APPOINTMENT AND RESOLUTION NOS. 26, 27, 28 AND 29—2023-24 ARE ADOPTED & LOCKED IN.

REPORTS –

Official Communication from Administration -- ATW Roof Top Unit Out of Service

ADJOURNMENT

Supervisor Croatt moved, seconded by Supervisor Lawrence to adjourn until July 11, 2023, at 7:00 p.m. VOICE VOTE CARRIED UNANIMOUSLY.

The meeting adjourned at 8:26 p.m.



Jeff King, County Clerk

**ROLL CALL SUMMARY JUNE 27, 2023 COUNTY BOARD MEETING**

DIST./NAME	NO. OF ROLL CALLS TAKEN THIS MEETING	NO. VOTES CAST THIS MEETING	CUMULATIVE CALLS TAKEN THIS TERM	NO. VOTES CAST THIS TERM
1. Thompson	0	0	49	48
2. Miller	0	0	49	48
3. Smith	0	0	49	28
4. Patience	0	0	49	49
5. Gabrielson	0	0	49	49
6. Konetzke	0	0	49	49
7. Hammen	0	0	49	32
8. Lawrence	0	0	49	49
9. Krueger	0	0	49	22
10. Lamers	0	0	49	44
11. Ferguson	0	0	49	49
12. McCabe	0	0	49	32
13. Wegand	0	0	49	4
14. Hermes	0	0	49	45
15. MacDonald	0	0	49	49
16. Schroeder	0	0	49	36
17. Croatt	0	0	49	32
18. Spears	0	0	49	28
19. Cooke	0	0	49	49
20. Santonato	0	0	49	49
21. Cuff	0	0	49	49
22. Hagen	0	0	49	44
23. Klemp	0	0	49	30
24. Thiede	0	0	49	49
25. Nooyen	0	0	49	49
26. Weinberg	0	0	49	49
27. Culbertson	0	0	49	37
28. Monfils	0	0	49	18
29. Winterfeldt	0	0	49	37
30. Nejedlo	0	0	49	48
31. Clegg	0	0	49	49
32. Thyssen	0	0	49	44
33. Vander Heiden	0	0	49	31
34. Rettler	0	0	49	49
35. Koury*	0	0	37	36
36. Lautenschlager	0	0	49	49

\*Koury's first day was May 8, 2023

Member(s) absent: Krueger, McCabe, Thyssen