

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

Office of the County Clerk, May 9, 2023.

The Board met pursuant to adjournment, and was called to order by Chairperson Nooyen at 7:00 p.m. in the County Board Room, located at 320 South Walnut Street, Appleton, Wisconsin.

ROLL CALL: 32 present, 4 absent. Members present: Thompson, Miller, Patience, Gabrielson, Konetzke, Hammen, Lawrence, Lamers, Ferguson, McCabe, Hermes, MacDonald, Schroeder, Croatt, Cooke, Santonato, Cuff, Hagen, Klemp, Thiede, Nooyen, Weinberg, Culbertson, Monfils, Winterfeldt, Nejedlo, Clegg, Thyssen, VanderHeiden, Rettler, Koury, and Lautenschlager. Members Absent: Smith, Krueger, Wegand, Spears.

The Board Chairperson requested the Board's confirmation to excuse Supervisors Smith, Krueger, Wegand, and Spears. No objections; so ordered.

The Pledge of Allegiance was led by Chairperson Nooyen.

MINUTES OF THE APRIL 18, 2023 COUNTY BOARD MEETING

Supervisor Croatt moved, seconded by Supervisor Cooke, to approve the minutes of the April 18, 2023, County Board meeting.

ROLL CALL: 30 yes, 2 abstain (Schroeder, Monfils), 4 absent. MINUTES OF THE APRIL 18, 2023, BOARD MEETING ARE APPROVED.

SPECIAL ORDER OF BUSINESS

Major Cooper, Equity, Diversity and Inclusion Officer and Lisa Lux, Human Resources Director, will give a brief update related to equity, diversity and inclusion

Lisa Lux, Human Resources Director, introduced Major Cooper, Equity, Diversity and Inclusion Officer (EDI). EDI Cooper joined Outagamie County in December 2022. This position was created in 2021 as a position that was focused internally.

The focus of the position is creating the best employment experience for employees and the best client experience for those that the County serves. EDI Cooper provided an update on the progression and accomplishments that have been made since joining the County in December 2022.

EDI Cooper has been focused on laying a foundation for changes in the culture at Outagamie County. EDI Cooper provided a definition of equality vs equity, diversity, and inclusion.

The three areas of focus within EDI have been relationship building, culture and values, and education. EDI Cooper gave examples of what has been taking place in each of these highlighted areas:

Relationship Building:

- EDI Cooper has focused on meeting internally with several department heads and employees.
- EDI Cooper has met with the Utech Group as well as the Culture Team to learn about the values created.
- EDI Cooper has presented EDI at New Employee Orientation—new employees recognize their value to the County from day one.

- Implemented a first 30-day check in with new employees.
- Externally a member of a team hosting Hispanic High School College and Career Fair. Helping students understand there are opportunities at the County right out of high school and different college majors that provide opportunities at the County as well.
- Collaborating with the DEI Coordinator for City of Appleton for joint initiatives.
- Collaborating with Lawrence VP of DEI to showcase Outagamie County jobs.
- Co-host Madison 365 Northwest DEI Leadership Conference-presented on a panel about the good things that Outagamie County is doing.
- Board member for Fox Valley Boys and Girls Club STAR Program.
- Member for New North DEI Roundtable.

Culture and Values:

- Did 1 on 1's with the original culture team and department personality.
- Started to meet with Department Heads to discuss the implementation of the County Core Values.
- EDI Cooper has met with 50 percent of County Departments and discussed the County Core Values.
- The plan is that 100 percent of departments will discuss the County Core Values by June.
- Creating an upcoming Day of Service for the County.

Education:

- EDI Connections and Conversations
- EDI Book Club
- Trainings for Departments on EDI Topics
- EDI interview questions for recruitment
- Civil Rights trainings and updates
- EDI panel discussions

EDI Cooper presented his plans for the 2nd quarter of 2023:

- Create opportunities for employees to educate the County on their culture
- Employee summer cookout
- EDI Leadership series
- Plan for Value Conference Fall 2023
- Review County Holiday Schedule to change days that can be equitable to all

Supervisor Questions/Comments followed.

ESTABLISH ORDER OF THE DAY

Chairperson Nooyen reported the request to have Resolution Nos. 8, 9, 11, 12, 13 and 15 —2023-24 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.
- March IT training needs to be completed by one remaining Supervisor. Legislative Services has emailed a link to this Supervisor for completion.
- For planning purposes, there will be two meetings in June. The 2nd meeting in June will include an update from McGrath on the total rewards study.
- The latest issue of Wisconsin Counties magazine has a number of articles addressing county board operations.
- Corporation Counsel Kyle Sargent updated the County Board in regards to a previous discussion on text messaging and emailing during County Board meetings. These communications could be considered as quorums within the quorum and as communications not put on record. Corporation Counsel Sargent asked that Supervisors be cautious.

PUBLIC PARTICIPATION FOR A PERIOD OF FIFTEEN MINUTES (PERTINENT TO THE RESOLUTIONS OF THE DAY) – none.

APPOINTMENTS—

County Executive Nelson nomination for re-appointments of Roy Hegard and Bob Stadel to the Board of Adjustment Zoning Ordinance; said terms expiring June 30, 2026.

Supervisor Konetzke moved, seconded by Supervisor Hagen, for confirmation of the above-listed re-appointments.

ROLL CALL: 30 yes, 1 no (Lautenschlager), 1 abstain (Koury), 4 absent. ROY HEGARD AND BOB STADEL ARE RE-APPOINTED TO THE BOARD OF ADJUSTMENT ZONING ORDINANCE.

County Executive Nelson nomination for appointment of Ryan Weyers to the Outagamie County Local Emergency Planning Committee; said term expiring June 30, 2025.

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

ROLL CALL: 31 yes, 1 no (Hermes), 4 absent. RYAN WEYERS IS APPOINTED TO THE OUTAGAMIE COUNTY LOCAL EMERGENCY PLANNING COMMITTEE.

REPORT BY THE COUNTY EXECUTIVE— County Executive Thomas Nelson gave an Administrative Update.

There is a lot of new business coming before the Administration and the County Board in the next six months.

Administration has been working with two firms in the recruitment of the Director of Finance position. There is an application being reviewed later this week.

The initial results from the total rewards study have been received. There will be a second County Board meeting in June to address the total rewards study. In connection, the State is currently in serious discussion of local funding reform.

Airport Director Abe Weber has been working closely with Senator Rachael Cabral-Guevara and the Legislature on allocating approximately \$11 million to the concourse expansion.

The Plamann Park pavilion is going to be opening this summer. Thank you to the County Board, Finance Committee, and Property Committee for all of their support on this project.

UNFINISHED BUSINESS – None.

NEW BUSINESS

Resolution No. Z-1—2023-24 – Agriculture, Extension Education, Zoning and Land Conservation Committee. Approve the rezone request for Gregory and Kerri Klister, for parcels 030066100, approximately 1.56 acres, from the Local Commercial District and 030065700, approximately 3.18 acres, from the General Agriculture District, both parcels to be rezoned to the Planned Commercial District, in the Town of Buchanan, as noted on the attachments.

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

ROLL CALL: 32 yes, 4 absent. RESOLUTION NO. Z-1—2023-24 IS ADOPTED.

Resolution No. Z-2—2023-24 – Agriculture, Extension Education, Zoning and Land Conservation Committee. Approve the rezone request submitted by the Town of Grand Chute, for parcel 101033003, approximately 1.01 acres, from the General Agriculture District to the Planned Commercial District, in the Town of Grand Chute, as noted on the attachments.

Supervisor Weinberg moved, seconded by Supervisor Thiede, for adoption.

ROLL CALL: 32 yes, 4 absent. RESOLUTION NO. Z-2—2023-24 IS ADOPTED.

Resolution No. 8—2023-24 – Agriculture, Extension Education, Zoning and Land Conservation Committee. Approve to support pending legislation that would make changes to the State Wildlife Damage Abatement and Claims Program, as noted on the resolution.

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

ROLL CALL: 32 yes, 4 absent. RESOLUTION NO. 8—2023-24 IS ADOPTED.

Resolution No. 9—2023-24 – Health and Human Services Committee. Approve of entering into the Professional Services Agreement (attached to the resolution) with MSA Professional Services, Inc., for design work for an accessible Canoe/Kayak launch at the Koepke Access Point, and approve to increase the Aging Services line items, as noted on the fiscal note.

Supervisor Gabrielson moved, seconded by Supervisor McCabe, for adoption.

ROLL CALL: 32 yes, 4 absent. RESOLUTION NO. 9—2023-24 IS ADOPTED.

Resolution No. 10—2023-24 – Highway, Recycling and Solid Waste Committee. Respectfully request additional funding through budgetary surplus be allocated to the County General Transportation Aids appropriation as well as for the Local Roads Improvement Program for the backlog of maintenance on the county trunk highway system.

Supervisor Hagen moved, seconded by Supervisor Clegg, for adoption.

ROLL CALL: 32 yes, 4 absent. RESOLUTION NO. 10—2023-24 IS ADOPTED.

Resolution No. 11—2023-24 – Highway, Recycling and Solid Waste Committee. Approve of granting We Energies an easement for the area described as a strip of land ten (10) feet in width being a part of grantor's premises in the Southeast ¼ of the Southeast ¼ of Section 17, Township 21 North, Range 18 East, in the Village of Little Chute, as shown on the attachments.

Supervisor Nejedlo moved, seconded by Supervisor Hagen, for adoption.

ROLL CALL: 31 yes, 1 abstain (Hermes), 4 absent. RESOLUTION NO. 11—2023-24 IS ADOPTED.

Resolution No. 12—2023-24 – Legislative/Audit and Human Resources Committee. Approve an in-year Table of Organization (TO) request to move one full-time Mental Health Court Coordinator position from the Health and Human Services Mental Health TO to the Criminal Justice Treatment Services TO along with the related budget adjustments for 2023, as noted on the attachments.

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

ROLL CALL: 32 yes, 4 absent. RESOLUTION NO. 12—2023-24 IS ADOPTED.

Resolution No. 13—2023-24 – Legislative/Audit and Human Resources Committee. Approve an in-year Table of Organization (TO) request to move one full-time Drug & Alcohol Treatment Coordinator position from the Health and Human Services Mental Health TO to the Criminal Justice Treatment Services TO along with the related budget adjustments for 2023, as noted on the attachments.

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

ROLL CALL: 32 yes, 4 absent. RESOLUTION NO. 13—2023-24 IS ADOPTED.

Resolution No. 14—2023-24 – Legislative/Audit and Human Resources Committee. Approve the Administrative Rule AR-2023-02 (attached), replacing AR-2022-02, which amends the County Employee Handbook with adjustments and clarifying language to reflect current practice in several areas (as noted on the resolution and attachments), and will be on file in the County Clerk's Office in a manual labeled "Outagamie County Administrative Rules".

Supervisor Santonato moved, seconded by Supervisor Cooke, for adoption.

ROLL CALL: 30 yes, 2 no (MacDonald, Thiede), 4 absent. RESOLUTION NO. 14—2023-24 IS ADOPTED.

Resolution No. 15—2023-24 – Legislative/Audit and Human Resources Committee. Respectfully request that the State of Wisconsin provide regular revenue increases for mandated county programs at the rate of inflation in order to maintain programs operated by the County for the benefit of Wisconsin residents, and respectfully request that the Shared Revenue program be increased in order to provide additional state aid to local governments.

Supervisor Konetzke moved, seconded by Supervisor Cuff, for adoption.

ROLL CALL: 31 yes, 1 no (Hermes), 4 absent. RESOLUTION NO. 15—2023-24 IS ADOPTED.

REPORTS – none.

RECONSIDERATION OF RESOLUTION NOS. 8, 9, 11, 12, 13 AND 15—2023-24.

Supervisor Croatt moved, seconded by Supervisor Thiede, to reconsider the above listed resolutions.

Vote for reconsideration. ROLL CALL: 32 yes, 4 absent. RESOLUTION NOS. 8, 9, 11, 12, 13 AND 15 —2023-24 ARE RECONSIDERED.

Vote for lock in. ROLL CALL: 32 yes, 4 absent. RESOLUTION NOS. 8, 9, 11, 12, 13 AND 15—2023-24 ARE ADOPTED & LOCKED IN.

ADJOURNMENT

Supervisor Santonato moved, seconded by Supervisor Lawrence to adjourn until May 23, 2023, at 7:00 p.m. VOICE VOTE CARRIED UNANIMOUSLY.

The meeting adjourned at 8:04 p.m.



Jeff King, County Clerk

ROLL CALL SUMMARY MAY 9, 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	15	15	27	26
2. Miller	15	15	27	26
3. Smith	15	0	27	12
4. Patience	15	15	27	27
5. Gabrielson	15	15	27	27
6. Konetzke	15	15	27	27
7. Hammen	15	15	27	15
8. Lawrence	15	15	27	27
9. Krueger	15	0	27	0
10. Lamers	15	15	27	27
11. Ferguson	15	15	27	27
12. McCabe	15	15	27	27
13. Wegand	15	0	27	0
14. Hermes	15	14	27	25
15. MacDonald	15	15	27	27
16. Schroeder	15	14	27	14
17. Croatt	15	15	27	27
18. Spears	15	0	27	12
19. Cooke	15	15	27	27
20. Santonato	15	15	27	27
21. Cuff	15	15	27	27
22. Hagen	15	15	27	27
23. Klemp	15	15	27	27
24. Thiede	15	15	27	27
25. Nooyen	15	15	27	27
26. Weinberg	15	15	27	27
27. Culbertson	15	15	27	15
28. Monfils	15	14	27	14
29. Winterfeldt	15	15	27	15
30. Nejedlo	15	15	27	26
31. Clegg	15	15	27	27
32. Thyssen	15	15	27	27
33. Vander Heiden	15	15	27	27
34. Rettler	15	15	27	27
35. Koury	15	14	15	14
36. Lautenschlager	15	15	27	27

Member(s) absent: Smith, Krueger, Wegand, Spears