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August 27, 2024

**TO THE HONORABLE OUTAGAMIE COUNTY BOARD OF SUPERVISORS  
LADIES AND GENTLEMEN:**

It is with extreme pleasure that I nominate Kelly "Kell" Bales for appointment as Veterans Service Officer.

Kell is a retired Senior Master Sargent having served over 23 years in the United States Air Force. With his extensive experience and deep commitment to serving veterans, I believe he is exceptionally well-qualified for this role.

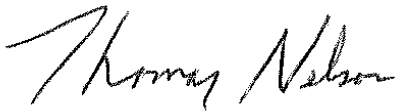
Kell has a lifetime of experience working directly with veterans, helping them navigate the complexities of benefits, healthcare, and support services. As the county's Deputy Veterans Officer, he has consistently demonstrated a profound understanding of veterans' needs and a tireless dedication to ensuring they receive the care and resources they deserve.

Kell is known for his compassionate approach and strong advocacy on behalf of veterans. He has built strong relationships within the veteran community and has earned their trust through his unwavering commitment to their well-being.

I am confident that Kell's appointment as Veterans Service Officer would greatly benefit our community and ensure that our veterans continue to receive the highest level of service and support.

Please find supporting documents enclosed for your reference. Your support in confirming this appointment is appreciated. Thank you.

Sincerely,



Thomas Nelson  
Outagamie County Executive

TN/av

## Outagamie County Application for Executive Appointment

Name: Kelly A. Bales

Address: [REDACTED]

Home Phone: ( )        Work Phone: [REDACTED] Cell Phone: [REDACTED]

E-Mail Address: Kelly.Bales@outagamie.org

Would you like agendas and minutes emailed to you? Yes ☒ No ☐

Do you want your email address given to the general public? Yes ☒ No ☐

Present Employer/Position:

County Veterans Service Officer

Previous Employer/Position:

Deputy Director, Veterans Service Office, Outagamie County

Educational Background:

MBA, UW Green Bay, May 2022

Present and Previous Public Service Involvement: (other commissions, committees and years of involvement)

School Board Member, Kimberly School District, April 2023 - Present

Comments:

Signature: 

Date Submitted: 8/22/24

**OUTAGAMIE COUNTY DISCLOSURE**  
**IN COMPLIANCE WITH RESOLUTION 46—1974 AND ORDINANCE C-2010-11**  
**AND CHAPTER 2, SECTION 2-424 – 2-426 OF THE OUTAGAMIE COUNTY**  
**CODE OF ORDINANCES**

The purpose of this Disclosure Statement is to make full disclosure of all potential or actual conflicts of interest. Conflicts of interest occur when the personal interests, financial or otherwise, of a person actually or potentially interfere with the person's professional obligations to and/or the best interests of Outagamie County.

|                               |                         |                         |                                        |
|-------------------------------|-------------------------|-------------------------|----------------------------------------|
| NAME (LAST)<br><b>BALES</b>   | (FIRST)<br><b>KELLY</b> | (MIDDLE)<br><b>ALAN</b> | DAYTIME TELEPHONE NUMBER<br>[REDACTED] |
| MAILING ADDRESS<br>[REDACTED] | STREET<br>[REDACTED]    | CITY<br>[REDACTED]      | STATE<br>[REDACTED]                    |
| ZIP CODE<br>[REDACTED]        |                         |                         |                                        |

POSITION OR CAPACITY WITH OUTAGAMIE COUNTY (now held or seeking):

**COUNTY VETERANS SERVICE OFFICER**

PRINCIPAL EMPLOYER(S) NAME

**OUTAGAMIE COUNTY VSO**

ADDRESS

**320 S. WALNUT ST, APPLETON, WI 54911**

SOURCE OF INCOME IN EXCESS OF \$1,200 PER YEAR (List all sources or anticipated in excess of \$1,200/year). List any interest in any business, contract, lease or item of value, the nature and extent of such interest, holding or employment which may involve a conflict of interest or potential conflict or ethics problem in conducting county business.

**Co-owner, il Bar, LLC**

**Kimberly School District, School Board Member**

I, **Kelly A Bales** currently serving or will be serving Outagamie County in the capacity of **VETERANS SERVICE OFFICER** certify that I anticipate no income from any other source to be in conflict with the county ethics code nor do I have any holdings not disclosed which would be in conflict or a potential conflict of interest or violation of the Outagamie County Code of Ordinances, Chapter 2, Section 2-424 – Section 2-426, Resolution 46—1974 and Ordinance C-2010-11.

Signature

Subscribed and sworn to before me this **22<sup>nd</sup>** day of **August**, 20**24**.

Notary Public

Commission Expires: **12/8/27**





HUMAN RESOURCES DEPARTMENT  
320 SOUTH WALNUT STREET, APPLETON WI 54911  
PHONE (920) 832-1668 FAX (920) 832-1534  
[HRMail@outagamie.org](mailto:HRMail@outagamie.org)

8/22/2024

KELLY BALES

Dear Kelly,

Congratulations on your selection for a Veterans Service Officer position at Outagamie County in the Department of Veterans Services. We are pleased to have you joining our staff and hope you are equally excited about this opportunity. Please review the following:

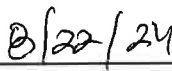
This job is contingent upon County Board Supervisor approval

- **WAGE:** We are pleased to confirm the verbal offer of \$84,801.60 Annually (2024 base pay). Within our 2024 Exempt Compensation Wage Schedule you will be Grade 170 Step 1
- **HIRE DATE:** Sunday, August 25, 2024

**Please sign and return a copy of this offer letter to Human Resources by Thursday, August 22, 2024.**

I hope that your employment with us will be a long and rewarding one that will be of mutual benefit to both you and Outagamie County.

  
\_\_\_\_\_  
Kelly Bales

  
\_\_\_\_\_  
Date

Sincerely,

*Cindy Golden*

Cindy Golden  
Outagamie County Deputy HR Director