

**JOINT LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE AND  
CONSERVATION/UW-EXTENSION EDUCATION COMMITTEE MINUTES  
1<sup>st</sup> Floor Conference Room, Oneida County Courthouse  
May 12, 2015**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Dave Hintz, Billy Fried, Carol Pederson, Sonny Paszak

**CONSERVATION/UW-EX COMMITTEE MEMBERS PRESENT:** Tom Rudolph/Chairman, Jim Intrepidi, Robb Jensen, Bob Mott, Scott Holewinski

**ALSO PRESENT:** Lisa Charbarneau (Human Resources Director); Jean Hansen, Michelle Sadauskas (Land & Water Conservation); Lynn Feldman (UW-Extension); Jenni Lueneburg (secretary); Kim Simac

**CALL TO ORDER, CHAIRMAN'S ANNOUNCEMENTS, APPROVE AGENDA**

Chairman Rudolph called the Conservation/UW-Extension Committee to order at 11:30 a.m., noting that the meeting has been properly posted in accordance with the Wisconsin Opening Meeting Law. Motion by Mott to approve the agenda. Second by Intrepidi. All members present voting 'Aye'. Motion carried.

Chairman Cushing called the Labor Relations/Employee Services Committee (herein called the LRES Committee) to order. Motion by Hintz to approve the agenda. Second by Pederson. All members present voting 'Aye'. Motion carried.

**NCRPC REPORT**

- **OPTIONS FOR LAND & WATER CONSERVATION DEPARTMENT PROS/CONS:**  
Rudolph reports that committees first met separately to review all possible options. Rudolph reported information he gathered on what other counties do with their Land & Water Conservation Departments. Rudolph noted that he is not ready to dismiss the option of combining with Forestry and is hesitant on moving forward with the Planning & Zoning merger option. Rudolph provided further information collected on options other counties have utilized and voiced concerns that counties used for the NCRPC report may have not been comparable to Oneida County.

Jensen asks committees to take a look at the disadvantages versus advantages of the different options. Jensen notes that he understands that some members may prefer the stand-alone option but would like both committees to focus on the most advantageous option for the department. Discussion held on what unique qualities Oneida County has that would affect the option chosen. Mott notes that he is disappointed that NCRPC (North Central Regional Planning Commission) wasn't present for this meeting to discuss the report and recommendations. Mott discussed report, noting NCRPC didn't meet with the Oneida County Planning & Zoning office as part of their study which flaws the report's recommendations. Jensen notes the long term plan for the Land & Water Department is robust; staffing levels are not at the level needed in order to meet the long term plan goals. Jensen notes that the report finds the county's funding

of the conservation program has reduced through the years, that there were no duplication of services, that the AIS/Land & Water Conservation department did provide a substantial value to the county and merging could provide numerous benefits. Discussion held on staffing needs of Planning and Zoning if merged with Land & Water and the effects on Planning & Zoning when NR115 goes into effect. Hintz noted a phone call he had with Vilas County about sharing Planning & Zoning staff; discussion held.

Committee asked Hansen to speak regarding her thoughts on the NCRCP report and possible merger. Hansen feels this all started with her asking for additional staff and reiterates that the report didn't find any duplication of services. Hansen doesn't see a benefit of merging her department. Hansen requests a 50% position to alleviate additional administrative duties so she can focus on improving conservation in Oneida County, not just maintaining.

Jennrich joins meeting at 12:38 p.m. at the committee's request. Jennrich was asked if his department could handle a merge with the Land & Water Conservation department; Jennrich stated yes. Jennrich discussed logistics of merging the Land and Water Department with Planning & Zoning. Cushing noted previous mergers in Oneida County departments and states mergers not only saved money but created efficiencies. Cushing suggests implementing the proposed merger with Planning & Zoning for one year to see if it will create efficiencies and save money. Cushing led discussion on the need to tighten up county finances in order to continue to meet needs. Cushing also recognized the committee and department staff's passion for conservation and feel the merger will help accomplish the balance of being able to finance the program yet meet public need. Rudolph says the initial issue was the need for more help and research has now been done showing more help is needed; Rudolph argues that merging will not get more help in the department.

Motion by Jensen for the Oneida County Land & Water Conservation Department to be merged with Planning & Zoning Department for a trial period of one year effective August 1, 2015 with final recommendations from the joint committees of jurisdiction (Planning & Zoning, Land & Water Conservation/UW-Extension, Labor Relations/Employee Services) on or before September 1, 2016. Second by Paszak. Hintz makes same motion for the LRES Committee. Second by Pederson. Discussion held on motion and organization of the Conservation/UW-Extension Committee. Hintz and Cushing feel the merger could help Hansen with some administrative duties, thus giving her more time out in the field. Rudolph notes that over his 20 years on the County Board, there has been an erosion of support for the Land and Water Conservation Department and asks committee members to keep their priorities straight on the importance of natural resources; Mott agrees. Rudolph states he wants to make sure that adequate support is provided before he agrees to approve this merger. Discussion held on LTE position approved at the LRES meeting on 5/11/15; Hintz notes that if levy money is used to approve additional hours for this department, they will need to be cut from another department. Further discussion held on concerns with merger.

Jensen rereads motion. Cushing calls roll call vote on motion by LRES Committee with all voting in the affirmative. Motion carried. Mott clarifies that LTE position remains in place; further discussion. Rudolph started roll call vote on motion then asked Hansen for her opinion on merger. Hansen prefers a stand-alone department but is agreeable to working with merger if

decided. Rudolph finished roll call vote of Conservation/UW-Extension Committee with all voting in the affirmative. Motion carried. Cushing thanks Conservation/UW-Extension Committee for working together with the LRES Committee on merger and compliments the skills of Jennrich and Hansen.

- **OPTIONS FOR UW-EXTENSION**

Rudolph introduces Feldman. Feldman discussed vision sessions and needs assessments that were done, some prior to her being hired; needs are ongoing and communication with the community is important. Feldman summarized needs identified and reports that a newsletter has been started in order to improve communication. Discussion held on lack of input received and the possibility of Feldman doing a presentation to the County Board on youth development in Oneida County. Hintz notes that UW-Extension is a department that can take many different directions based on needs identified. Jensen is interested if duplication of services exist and where UW-Extension will be located in the future; Hintz agrees on solidifying the location but also notes that it must first be determined if the county will continue to commit to the UW-Extension program in general. Discussion held on continuing the UW-Extension office, air quality issues, location, remodeling of the current office and employee performance of the UW-Extension office. Cushing would like the UW-Extension office to continue developing their vision plan and for committees to meet at a later date once community business input is collected. Simac voices her opinion that the combination of air quality issues and poor location makes the airport a bad location for the UW-Extension office.

**PUBLIC COMMENTS**

Alan VanRaalte requested a copy of the NCRPC Report discussed at this meeting; copy provided to VanRaalte and noted that a copy will be provided to the County Board members as well.

**ADJOURNMENT**

Motion by Fried to adjourn the LRES Committee. Second by Cushing. All members present voting 'Aye'. Motion carried.

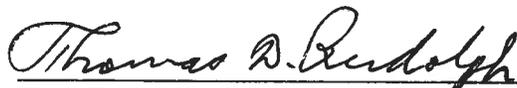
Motion by Jensen to adjourn the Conservation/UW-Extension Committee. Second by Paszak. All members present voting 'Aye'. Motion carried.

Meeting adjourned at 1:45 p.m.



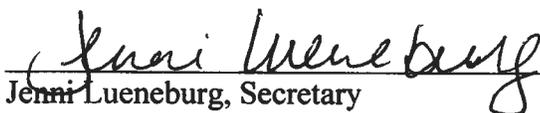
Ted Cushing, LRES Committee Chairman

6/10/15  
Date



Tom Rudolph, Conservation/UW-EX Committee Chairman

~~6/10/15~~ 7/17/15  
Date



Jenni Lueneburg, Secretary

6/10/15  
Date