

Conservation/UW-EX Education Committee
April 11, 2016
Minutes

Committee members present: Chairman Tom Rudolph, Robb Jensen, and Scott Holewinski, and Jim Intrepidi. Bob Mott and Kim Simac excused.

Others present: Tom Schmitz, LuAnn Brunette, Bruce Stefonek, Lynn Feldman, Myles Alexander, Sara Richie, Karly Johnson, Michele Sadauskas, Karl Jennrich, Theresa Seabloom, and Merry Lehner.

Call to order: The meeting was called to order by Chairman Rudolph at 1:30 p.m. noting the meeting has been properly posted and the facility is handicap accessible. The Committee applauded Rudolph for his 20 years of service on this Committee. Rudolph explained that he represents Wisconsin on the National Association of Conservation Districts where the board requires him to serve on Land and Water portion of this Committee to be on the National board. He asked the Committee to consider having Rudolph serve as citizen member on the CUW Committee with no voting rights in order to remain on National WACEC board for the interim.

Approve Agenda: Motion by Holewinski/Intrepidi to approve today's agenda with the order of the items at the Chair's discretion. All ayes; motion carried.

Approve Minutes: Motion by Intrepidi/Jensen to approve the 3/14/15 Meeting minutes. All ayes; motion carried.

Date(s) of future meetings:

May 9, 2016 1:30 p.m. UWEX Conference room

Cost Share Update:

Sadauskas reported they are working out some permit details for the 2015 projects that carried over into this year. For 2016 projects, they had a possible project with Managed Grazing Plan and that will no longer happen. It will be funded through NRCS. This will open up a spot for someone else. They currently are in discussion with Blue Waters Condominiums on Lake Mildred. A site visit was made two weeks ago and there is interest for a project on the beach area of the property. They are currently waiting for a status update and if a deposit will be made. There may be a pending contract by the name of Brice, but no further information on that yet. The deadline date will be June 30, 2016 for projects. They are on schedule so far for this year. The Website has helped the Land and Water programs.

LWCD and P & Z Department Merger Update:

Jennrich said that things are moving smoothly. Sadauskas is currently doing both the jobs of the County Conservationist and the Aquatic Invasive Species Coordinator. She is participating in both department area meetings, learning more about the Zoning aspects of the department. Planning and Zoning, in turn, is becoming more familiar with Land and Water Conservation. A department meeting scheduled for the end of April will include all staff for the first time. The goal for Jennrich is that both departments are aware of what is being accomplished as a merged department. Jennrich spoke with Lisa Charbarneau who will tentatively start interviewing next week Thursday and Friday for the

County Conservationist position. LRES has completed viewing applications and will be starting the interview process.

Oneida County Land & Water Resource Management Plan:

The Annual Work Plan has been formatted by DATCP and is used State wide. The Plan was requested to be consolidated. The Wisconsin Conservationist Plan was rewritten by Michele Sadauskus consolidated 12 pages into four pages. The completed, revised edition is due April 15 and is included for Committee approval. Once it is submitted then the department will have to implement a plan to prioritize and complete the goals of the Plan in three years. A motion made to approve the 2016 Annual Work Plan of Oneida County Conservation Practice Site Evaluation and Installation was made by Jensen/Intrepid. All ayes, motion carried.

Fair Planning Committee Update:

Fair Secretary, Theresa Seabloom, stated that due to the Fair meeting not being held until Thursday, April 7, two expenses needed Fair Board approval. They were added to an amended Fair Expense Summary sheet distributed. A down payment of \$500 for an entertainer and \$219 to the Wisconsin Association of Fairs were approved. Jim Intrepid has officially stepped down as President of the Fair Board. A new President has not come forward. Aprelle Rawski retired as Treasurer. Current Vice President, Kathy Silbernagel, will be the new Treasurer. Tom Peterson was nominated in as the new Vice President and will be voted in at the next Fair meeting. The dates for the Fair this summer are Thursday, August 4 through Sunday, August 7. Feldman reported there is a pending plan to tear down the hockey rink at Pioneer Park. This is where the equestrian drill team has performed in the past. There possibly will be a ball diamond constructed in that spot and the Farmer's Market is also asking for a pavilion for that area. Proposals to the City are pending and it remains to be seen how it will impact the interests of the Fair. Gehrig will attend a City Council meeting regarding this tonight.

Air Quality:

A table was distributed at the meeting that correlated the reporting of fumes according to date, time, wind direction, and wind speed as related to flight schedules at the Airport. Bruce Stefonek asked that the table reflect the times of actual flights be included on it. There is a 7:53 a.m. flight and 3:30 p.m. flight daily. Late morning fume issues have been reported. An arbitrary time of 11:53 was posted as there are no flights at that time but fumes have been reported. One more column added to the chart shows an "X" placed to indicate when the wind speeds were checked while fumes were noticed. Richie reported that staff is starting to note the duration of fumes being noticed as well. Tom Schmitz stated that he received an email from Joe Brauer that both the North and East doors were opened per the plan discussed at the Air Quality meeting. Jensen noted that jets must turn around in order to take off and some fumes will enter into the building when that happens. It will continue to happen so what are the options? Last Thursday during the snowy and windy weather, the fumes were present all day. Rudolph asked if fumes were present throughout the day, then, is it due to other private jets leaving the terminal? They are routed to the old East terminal. Feldman stated that if both the doors were opened last week and fumes were still noted, then regardless of wind speed, the opening of the doors did not help. Schmitz will be in communication with Stan Grys and Dan Karamanski but they have not been able to connect yet. It costs \$7,000 to re-install a fan. If an engineering study is done and if costs might total \$50,000 to resolve the issue, is this even a feasible solution? How does this impact the cost to the County? Holewinski said we first need to find out where the fumes are coming from before any money is spent. The amount budgeted by Building and

Grounds to pay rent at the Airport is \$43,000 annually. If building space was not rented out by this entity then the County and City would have to pay. If there was no tenant in the Extension office space, the Conference Room would still need to be maintained as access to the county's computer backup room. The group will be looking for ideas from Buildings and Grounds, Tom Schmitz and Stan Gryns of R/CAD air quality and control, will all need to discuss options available. All involved, Schmitz, Gryns, Karamanski, Stefonek, Brunette, and Brauer had planned a meeting, but scheduling is pending. Have any of the tenants' upstairs noted fumes? Yes, they notice fumes but there is more air movement upstairs so the fumes dissipate faster. The fumes do not dissipate as rapidly downstairs so the diesel odor lingers longer.

Stefonek and Brunette were excused at 2:35. Seabloom was excused at 2:35.

Consent Agenda Items-Land and Water:

The Consent Agenda Items were presented to the Committee. The budget for 2016 for APHIS is \$12,000. It does not affect County money. A motion was made to approve the Consent Agenda items by Holewinski/Jensen a, b, c, and d for Land and Water. All Ayes; motion carried.

Agency Reports:

Lake Districts: Nokomis has \$70,000 in bank due to lower weed control. Bear Lake has a meeting coming up. The Horsehead Lake meeting was held last Thursday. There was a Lake Management meeting and they are gearing up for another study in next two years. The State is providing satellite imagery on shorelines of the lakes. Results of these studies noting shorelines with and without buffer strips are impacting property owners who are more likely to take action on the quality of water and their property values as a result.

RC&D: Meeting coming up in 4/28/16 in Vilas County.

NCLWCA: May 25 in Wood County and a County Conservation meeting is on 7 21-21, 2016.

WACEC: Rudolph will continue on the State Board until a replacement is found. The 2016 State WACEC Conference is June 20-21, 2016 at Jefferson Street Inn in Wausau.

Sadauskus and Jennrich excused at 2:41

Consent Agenda Items – UW-Extension:

Agenda items were presented to the Committee. A Motion made by Intrepid/Mott to approve the UW-Extension Consent agenda items a, b, c, and d. All ayes; motion approved.

Agent Report: Myles Alexander – Plan of Work

All Extension educators are required to devise a Plan of Work for their position. This is the first draft of the Plan of Work based on the expectations of the Committee presented to the CNRED agent last November and discussed at a special meeting in December. There are three areas of interests that overlap each other in this presentation. All are related to Oneida County itself, which the Committee represents, regarding the content of activities Alexander will perform as an agent. The other side of it is UW-Extension, which is about teaching, scholarship, our program areas such as CNRED and other departments. Together with Alexander's defined job description it will direct his work towards tenure. This will involve delivering programs, evaluating them by reporting on them administratively and accomplishing scholarship. Alexander's individual skills as a planner, architect, and change manager will help, but his best asset is being a "vision guy". This will help get the programs off the ground. The programs will be described by logic models. There are three major program areas. He calls these areas the Three Big P's. They are Common Vision, Capacity Building, which is community

organization, and Place Making or economic development and community vitality. The first one, Common Vision, is the most important because we do not know where we are going until we can identify a common goal. That is what will hold a community together and keep their goals on track. Each area will show the energy, time and resources that will go into each program. Part of it will be to see how things change once into the program. He will evaluate to see if his assumptions are accurate along the way. The second area, Capacity Building consists of working with different groups. For example tomorrow night he will meet with Oneida County ATV club to help figure out their leadership transition and development. He also is working with Forward Rhinelander, Oneida County Leadership, and a re-invention of the School of the Arts, and on Wednesday he will present a Town Annual Meeting Orientation in Three Lakes for the public to learn about the functions of a town board. The P is Place Making, which focuses on economic development. There are two organizations Downtown Rhinelander Inc. and Art Start that exist to promote downtown re-development. By forming a relationship with both of them team work can begin for community vitality and place making. Alexander defined place making as a sense of place or a physical place which has an identity and meaning for people. It can be architectural character, street character and the activities of the place. It consists of vibrant business, shopping, street fairs and parades. It can be an anchor of activity. There is now a Wisconsin Design team where volunteers can gather to improve community services. Alexander has worked on this program before in Minnesota and can help grow it. Oneida County could benefit from a design team visit. Small P programs consist of sub-individual projects related to the big projects and based on the same logic models. For example, they will be used to develop and deliver programs for a common vision and then evaluate again. A question was asked if UW Extension gets involved in private sector. Alexander replied that they might become involved from an economic development standpoint to work with key leaders, but our mission is more of a public mission. Alexander excused at 3:30.

UW-Extension Reorganization Update:

Tom Schmitz stated that the Committee has been receiving updates from the Chancellor's Office. The chancellor's office has identified several items that will be part of the nEXT Generation update. The amount of the budget cut is 3.6 million dollars for Cooperative Extension. The budget cuts are different across counties, specialists and administration in three areas. They are taking \$700,000 from Administration because that is the smallest component of Extension and 1.7 million from our specialists and campus investments, and 1.2 million County, Local and Tribal investments. As it relates to the County level proposals, Extension wants to keep an Extension office in every county open and we want to establish multi-county areas which will consolidate administration. Some educators will be shared across county lines. It is not yet known who this will involve or what locations will be impacted. Effort will be made to respect different levels of county investment to ensure that a county receives the level of services that is proportionate to its investment. There will be potential staffing changes for State funded positions which will involve Extension agent positions only. Those are the broad themes the Chancellor has put forth.

In April, Work Teams will be established to examine staffing and administration of multi-county areas. The goal is to save money and work differently in order to do so. The other consideration is to think about the current nature of the work force. Over the last 30-40 years pay structure has been based on faculty governance and tenure. This kept people with the Extension for a long period of time. This was helpful because it kept programs well-constructed and people stayed in their careers for 30 years. The trend of new younger employees is that they change careers every few years. Schmitz said they lost two early career employees over the last six months who left for positions that paid ten

to twenty thousand dollars more a year. Therefore, Extension cannot keep going on the salary track used now which is flat. We need to consider how to keep talented individuals within the system. Another topic is the use of technology. There are 72 counties and three tribal lands that use 85 different types and levels of technology. Each county has its own rules and access points related to technology. For example, not all counties allow use of Google Hangout. Stevens Point staff used Google Hangout for Lynn's review today. Some counties only permit county email while others incorporate the State email systems. Many Extension U-tube videos are used to reach different groups of people to educate and inform. Other counties do not use it at all. Internet access varies among counties as well. Facebook is a key to reaching the current generation. Some counties do now allow Facebook use. Smart phones are how more and more people access the public internet in today's world. WNEP programs in Portage and Wood Counties use the internet to advise the public on making wise choices for beverages. We must enhance technology to reach all populations. Extension Support staff is urged to keep up with technology. How do we best use our technology resources is a topic that must not be ignored. They prepared for the budget cut by moving from 3% job openings to 7%. Currently they are keeping 8 to 9% of payroll open to meet the budget. Counties with a full staff right now are working great, but some counties lost educators and may not be able to fill those positions for a long period of time.

How can we make the system better? Wisconsin has one of best Extension systems in nation and we have not had the drastic cuts like many other states. The Work Teams will start next month. The nEXT generation will be complete in next six to eight months. We will get hit in 2017 when most cuts will be made. Cooperative Extension fully anticipates this. Qualified people with the proper skill level need to be retained in the Extension offices. As Extension staff leave during the transition, the State will hire interim positions to replace them. Full time positions will not be filled at this time.

Schmitz announced his retirement which will take place in July, 2016. There will be a two year interim for the position and the position may be eliminated. The change ahead involves restructuring to take place. Right now Schmitz works with about 20 department heads in each county in the region working closely to assist them in this administrative role. Department head functions take away from an agent's programming to work in this administrative function. Training people as regional directors will reduce the amount of people report to the current regional directors in place now. The hiring process and study with regional planning will all be reviewed for each county. No positions will be filled during this time. The savings in a multi-county area will be to reduce 16 people down to 14 as an example. July, 2016 is the fiscal year when state employee may choose to retire. The timing will not be good for County budgets. Think about it when you post for positions. If you post for a position and keep it at the minimum you will get early career employees. He advised to stay flat and keep options open.

Technology:

The phones did not function well last week. The phones were cutting in and out and there were many missed calls. IT is aware of the problems and has been at work to correct them as they occur. Feldman stated she had experienced internet issues. She was not able to access Google Chrome. There are access speed issues where it takes too long for programs to open up and also a lag in opening up email attachments. The outdated operating system is a problem. The Outlook program was not functioning for periods of time last week for Feldman. She reported that IT was at the Extension office over the weekend to resolve issues.

Broadband: Luce and Alexander were not available to report.

Joint meeting between City Building and Grounds Committee and CUW:

Feldman was approached by Kristina Aschenbrenner, City Administrator, who would like to have a joint meeting with this Committee and Building & Grounds regarding the Fair and its placement at Pioneer Park. With the possibility of the hockey rink removal and a desired new baseball diamond, how will this impact the Fair? It is a County Board issue to discuss not really the Fair Committee. It will be to the advantage of the Committee to have a meeting, not that this Committee would make any decision. The animal area available for the Fair to use is limited as it is, and to remove the Equestrian team will be a loss. This is a good community partnership that the Equestrian team offers. The consensus of this Committee is that the joint meeting would be fruitful. This will be kept on Agenda for next time.

Public Comment:

Rudolph asked if he could remain on County Conservation Committee as a citizen member to complete WACEC National Board work.

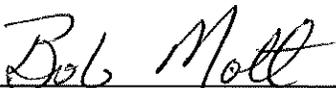
Items to include on next agenda:

Fair Planning Committee Update, Cost Share, Air Quality, Technology, LWC /P&Z, and Broadband. Joint Meeting between City Building & Grounds Committee and CUW, Citizen Member on CUW.

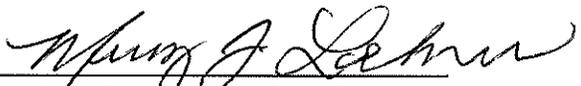
Adjournment

A motion to adjourn by Rudolph/Jensen was made at 3:45 p.m. All ayes; motion carried.

Respectfully Submitted,



Thomas Rudolph, Committee Chair
Bob MOTT



Merry J. Lehner, Recording Secretary