

**\*\* AGENDA \*\***  
**\* \* OUTAGAMIE COUNTY BOARD \* \***

Office of the County Clerk, November 3, 2025.

The Board meets pursuant to adjournment, and is called to order by Chairperson Gabrielson at **5:30 p.m.** in the County Board Room, located at 320 South Walnut Street, Appleton, Wisconsin.

1. ROLL CALL of the Board of Supervisors. Board Chairperson requests the Board's confirmation regarding excused members.
2. PLEDGE OF ALLEGIANCE - Offered by Chairperson Gabrielson.
3. SPECIAL ORDER OF BUSINESS
4. ESTABLISH ORDER OF THE DAY
5. 2026 COUNTY EXECUTIVE BUDGET - The Finance Committee moves for adoption of the 2026 County Executive Budget as amended by the Finance Committee (see Final Finance Committee 2026 Executive Budget Amendments Worksheet).

The budgets will be taken up by committee in the order as listed below:

**A. Public Safety Committee**

**B. Health and Human Services Committee**

**C. Highway, Recycling and Solid Waste Committee**

**D. Property, Airport, Recreation & Economic Development Committee**

**E. Legislative/Audit and Human Resources Committee**

- 1) Resolution No. 87—2025-26 – Legislative/Audit and Human Resources Committee.  
Authorize an employee base wage increase of one percent (1%) effective December 28, 2025, for the year 2026, exclusive of step increases, for the exempt and non-exempt pay group which includes all employees except Elected Officials / County Board, the DSA Union group and commission members; a one percent (1%) increase for seasonal staff, and a one percent (1%) increase for the Miscellaneous Pay Group employees. The Miscellaneous pay group employees consist of Deputy Coroners, Bailiffs, Grants, various HHS food transporters, handypersons and site managers, built into the 2026 annual operating budget, as noted on the attached fiscal note. Authorize the employee step program to be retained for 2026 and that all other benefits remain the same based on usage, as detailed in the attachments.

- 2) Ordinance No. G—2025-26 – Legislative/Audit & Human Resources Committee.  
Approve to amend the Outagamie County Code of Ordinances, language for Section 2-58, Rule 15, for the County Board Salary and fringe adjustments for the 2026-28 term of office, effective with the 2026 April reorganization meeting. Annual salaries for Board meetings, standing committee meetings, seminars and conventions are the following: Supervisors \$6,072.06 (per diem \$25 for specified meetings); standing committee chairs \$6,365.10 (per diem \$25 for specified meetings); Vice-Chairperson \$7,955.85 (no per diem); and Board Chairperson \$18,150.00 (no per diem), as detailed in the ordinance and on the attachments.

*New Position Requests - 2026 Budget*

**Brewster Village:**

- 3) Resolution No. 88—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for Brewster Village, cost center 5017663, by creating one (1) full-time Unit Clerk position effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 4) Resolution No. 89—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for Brewster Village, cost center 5017665, by creating three (3) part-time Customer Service Specialist positions effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**Clerk of Courts:**

- 5) Resolution No. 90—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for the Clerk of Courts Office, cost center 1000500, by creating one (1) part-time Account Technician I position effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**Corporation Counsel:**

- 6) Resolution No. 91—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Corporation Counsel Department, cost center 1001500, by changing the full-time Risk Coordinator (Administrator) position from Exempt 160 to Exempt 170 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**County Treasurer:**

- 7) Resolution No. 92—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the County Treasurer Department, cost center 1002400, by changing the full-time Chief Deputy Treasurer position from Non-Exempt 135 to Non-Exempt 145 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**CJTS:**

- 8) Resolution No. 93—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for the Criminal Justice Treatment Services Department, cost center 1009100, by eliminating one (1) part-time Inmate Resource Coordinator position (28 hours/week) and creating one (1) part-time Inmate Resource Coordinator position (32 hours/week) effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**District Attorney:**

- 9) Resolution No. 94—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for the District Attorney Office, cost center 1003400, by eliminating one (1) part-time Legal Assistant position and creating one (1) full-time Legal Assistant position effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**Family Court Services:**

- 10) Resolution No. 95—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Family Court Services Department, cost center 1003801, by changing the full-time Lead Mediator position from Exempt 150 to Exempt 155 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**Health & Human Services:**

- 11) Resolution No. 96—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for the Health and Human Services Department, cost center 2061050, by eliminating one (1) part-time Environmental Health Sanitarian position and creating one (1) full-time Environmental Health Sanitarian position effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 12) Resolution No. 97—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for the Health and Human Services Department, cost center 2063100, by creating one (1) full-time Dementia Care Specialist position effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 13) Resolution No. 98—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for the Health and Human Services Department, cost center 2063100, by creating one (1) full-time Prevention Coordinator position effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 14) Resolution No. 99—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for the Health and Human Services Department, cost center 2063595, by creating four (4) full-time Case Manager - CLTS positions effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

- 15) Resolution No. 100—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for the Health and Human Services Department, cost center 2066090, by creating two (2) full-time Case Manager - CCS positions effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 16) Resolution No. 101—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Table of Organization for the Health and Human Services Department, cost center 2066090, by creating one (1) full-time Clinical Psychiatrist position effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 17) Resolution No. 102—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Health and Human Services Department, cost center 2066090, by changing the full-time Senior Billing Specialist position from Non-Exempt 125 to Non-Exempt 130 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**Information Technology:**

- 18) Resolution No. 103—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Information Technology (IT) Department, cost center 6040100, by changing the full-time IT Network Engineering Manager position from Exempt 170 to Exempt 175 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 19) Resolution No. 104—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Information Technology (IT) Department, cost center 6040100, by changing the full-time IT Operations Manager position from Exempt 170 to Exempt 175 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 20) Resolution No. 105—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Information Technology (IT) Department, cost center 6040100, by changing the full-time IT Systems Engineering Manager position from Exempt 170 to Exempt 175 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**Land Conservation:**

- 21) Resolution No. 106—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Land Conservation Department, cost center 1008200, by changing the full-time Engineering Specialist position from Non-Exempt 140 to Non-Exempt 145 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

- 22) Resolution No. 107—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Land Conservation Department, cost center 1008200, by changing the full-time Soil Health Specialist position from Non-Exempt 140 to Non-Exempt 145 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 23) Resolution No. 108—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Land Conservation Department, cost center 2090600, by changing the full-time Watershed Coordinator position from Non-Exempt 140 to Non-Exempt 145 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**Parks:**

- 24) Resolution No. 109—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Parks Department, cost center 1006200, by changing the full-time Parks Project Technician position from Non-Exempt 135 to Non-Exempt 140 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 25) Resolution No. 110—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Parks Department, cost center 1006200, by changing the full-time Parks Maintenance Supervisor position from Non-Exempt 130 to Non-Exempt 145 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 26) Resolution No. 111—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Parks Department, cost center 1006900, by changing the full-time Environmental Education & Natural Resources Manager position from Exempt 155 to Exempt 160 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 27) Resolution No. 112—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Parks Department, cost center 1006900, by changing the full-time Naturalist II – Education position from Non-Exempt 135 to Non-Exempt 140 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 28) Resolution No. 113—2025-26 – Legislative/Audit & Human Resources Committee.  
Amend the Wage Scale for the Parks Department, cost center 1006900, by changing the full-time Naturalist II – Land Management position from Non-Exempt 135 to Non-Exempt 140 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

- 29) Resolution No. 114—2025-26 – Legislative/Audit & Human Resources Committee. Amend the Wage Scale for the Parks Department, cost center 1006200, by changing two (2) full-time Parks Maintenance Technician II positions from Non-Exempt 120 to Non-Exempt 130 effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**Sheriff:**

- 30) Resolution No. 115—2025-26 – Legislative/Audit & Human Resources Committee. Amend the Table of Organization for the Sheriff Office, cost center 1008015, by eliminating four (4) part-time Correctional Officer positions and creating three (3) full-time Correctional Officer positions effective January 1, 2026, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

**F. Agriculture, Extension Education, Zoning and Land Conservation Committee**

**G. Finance Committee**

**H. Independent Supervisor Amendments** to the 2026 County Executive Budget.

**I. ROLL CALL to adopt the 2026 County Executive Budget** as amended.

**J. Finance Committee - continued**

- 1) Resolution No. 116—2025-26 – Finance Committee. Enabling Tax Levy Resolution for 2025, collected in 2026.

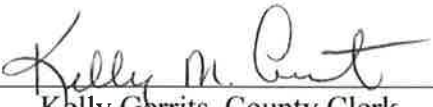
**The following items are pertinent to regular business and the 2025 budget.**


6. MINUTES OF THE OCTOBER 28, 2025 BUDGET PUBLIC HEARING AND COUNTY BOARD MEETING
7. COMMUNICATIONS
8. 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 – Individual speakers are limited to three minutes per speaker. Per Ordinance No. B—2023-24, amending Chapter 2, Section 2-49 Rule 6 – Appearance of Non-Board Members, of the Outagamie County Code of Ordinances, “Public participation is limited to Outagamie County residents, owners of businesses in Outagamie County, or Outagamie County property taxpayers.”
9. APPOINTMENTS
10. REPORT BY THE COUNTY EXECUTIVE - County Executive Thomas Nelson will give an Administrative Update.
11. UNFINISHED BUSINESS

12. NEW BUSINESS

- A. Resolution No. 117—2025-26 – Public Safety Committee. Authorize and approve of the Sheriff's Office to apply for, accept and expend the 2026 County/Tribal Law Enforcement Program grant issued by the Wisconsin Department of Justice for \$29,750, the amount to be split equally with the Oneida Tribe of Indians, with no county match required; authorize and approve of increasing the following 2026 Sheriff Grants cost center line items: Intergovernmental Revenue by \$29,750; Supplies by \$14,875; Purchased Services by \$14,875, as detailed in the attached fiscal note.
- B. Resolution No. 118—2025-26 – Finance Committee. Approve the creation of the Outagamie County Food Security Stabilization Fund, and approve increasing the Economic Support Grants Other Special Contracts/Obligations line item and decreasing the Management & Support Other Financial Sources – Fund Balance Applied line item by \$200,000 each to help alleviate the fallout from the Federal Government shutdown, as detailed on the attached fiscal note.

13. REPORTS

  
Kelly Gerrits, County Clerk

  
Dan Gabrielson, Board Chairperson

Accommodation Notice

Any person requiring special accommodations who wishes to attend this meeting should telephone (920) 832-5077 at least 24 hours in advance.