

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

TELECONFERENCE MEETING

To join by Computer, Tablet or Smartphone -- <https://global.gotomeeting.com/join/990082453>

To join by phone: dial [+1 \(646\) 749-3122](tel:+16467493122) **and enter Access Code:** [990-082-453](tel:+1990082453)

Office of the County Clerk, November 1, 2021.

The Board meets pursuant to adjournment, and is called to order by Chairperson Nooyen at **5:30 p.m.** by teleconference.

1. ROLL CALL of the Board of Supervisors. Board Chairperson requests the Board's confirmation regarding excused members.
2. SPECIAL ORDER OF BUSINESS
3. ESTABLISH ORDER OF THE DAY
4. 2022 COUNTY EXECUTIVE BUDGET - The Finance Committee moves for adoption of the 2022 County Executive Budget as amended by the Finance Committee (see Final Finance Committee 2022 Executive Budget Amendments Worksheet).

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

A. Legislative/Audit and Human Resources Committee

New Position Requests, Regrading and Title Changes - 2022 Budget - tables included in packet and referenced in all position change resolutions:

Airport:

- 1) Resolution No. 92—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Airport Table of Organization, cost center 5000110, by eliminating one (1) full-time Marketing & Communications Assistant position and creating one (1) full-time Marketing & Communications Specialist position effective January 1, 2022, as described in the attachments.
- 2) Resolution No. 93—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Airport Table of Organization, cost center 5000110, by creating one (1) full-time Airfield Mechanic position effective January 1, 2022, as described in the attachments.
- 3) Resolution No. 94—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Airport Table of Organization, cost center 5000110, by creating one (1) full-time Custodial Worker II position effective January 1, 2022, as described in the attachments.
- 4) Resolution No. 95—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Airport Classification Schedule, cost center 5000110, by changing one (1) full-time Airfield Mechanic (formerly Mechanic/Maintenance Worker) position from Non-Exempt NE28 to Non-Exempt NE34 effective January 1, 2022, as described in the attachments.

Brewster Village:

- 5) Resolution No. 96—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Brewster Village Table of Organization, cost center 5017663, by eliminating (1) full-time Health Information Associate position and creating one (1) full-time Medical Coding Associate position effective January 1, 2022, as described in the attachments.

Development and Land Services:

- 6) Resolution No. 97—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Development and Land Services Table of Organization, cost center 1009300, by creating one (1) full-time Land Use and Sustainability Specialist position effective January 1, 2022, as described in the attachments.

Financial Services:

- 7) Resolution No. 98—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Financial Services Table of Organization, cost center 1004100, by eliminating one (1) part-time Payroll Specialist position effective January 1, 2022, as described in the attachment.

Health & Human Services:

- 8) Resolution No. 99—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Table of Organization, cost center 2062040, by creating two (2) full-time Social Worker I-V positions (sunset positions) effective January 1, 2022, as described in the attachments.
- 9) Resolution No. 100—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Table of Organization, cost center 2063595, by creating one (1) full-time Community Support Specialist Lead position effective January 1, 2022, as described in the attachments.
- 10) Resolution No. 101—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Table of Organization, cost center 2064010, by creating one (1) full-time Supervisor – Economic Support position (sunset position) effective January 1, 2022, as described in the attachments.
- 11) Resolution No. 102—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Table of Organization, cost center 2064050, by eliminating five (5) Full-time Senior Support Specialist positions and one (1) part-time Senior Support Specialist position and creating five (5) full-time Child Support Program Associate positions and one (1) part-time Child Support Program Associate position effective January 1, 2022, as described in the attachments.
- 12) Resolution No. 103—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Table of Organization, cost center 2065010, by creating one (1) full-time Records Specialist - HHS position (sunset position) effective January 1, 2022, as described in the attachments.
- 13) Resolution No. 104—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Table of Organization, cost center 2065010, by creating one (1) full-time Office Supervisor position (sunset position) effective January 1, 2022, as described in the attachments.
- 14) Resolution No. 105—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Table of Organization, cost center 2066090, by creating one (1) full-time Community Support Specialist (Crisis Adult Protective Services) position effective January 1, 2022, as described in the attachments.

- 15) Resolution No. 106—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Table of Organization, cost center 2066090, by creating one (1) full-time Clinical Therapist position (sunset position) effective January 1, 2022, as described in the attachments.
- 16) Resolution No. 107—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Table of Organization, cost center 2067020, by eliminating (1) full-time Youth Care Specialist – Job Share position and creating two (2) part-time Youth Care Specialist positions effective January 1, 2022, as described in the attachments.
- 17) Resolution No. 108—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Department of Health and Human Services Classification Schedule, cost center 2063065, by changing the Supervisor: Supportive Home Care position from Exempt E4 to Exempt E8 effective January 1, 2022, as described in the attachments.

Highway:

- 18) Resolution No. 109—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Highway Department Table of Organization, cost center 6005000, by creating two (2) full-time Assistant Foreman positions effective January 1, 2022, as described in the attachments.
- 19) Resolution No. 110—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Highway Department Table of Organization, cost center 6005000, by eliminating two (2) full-time Equipment Operator positions and creating two (2) full-time Highway Field Maintenance Worker positions effective January 1, 2022, as described in the attachments.

Human Resources:

- 20) Resolution No. 111—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Human Resources Department Classification Schedule, cost center 1006000, by changing the Employee Leave Administrator position from Non-Exempt NE25 to Non-Exempt NE31 effective January 1, 2022, as described in the attachments.

Information Technology:

- 21) Resolution No. 112—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Information Technology Department Table of Organization, cost center 6040100, by creating one (1) full-time Systems Engineer position and one (1) full-time Network Engineer position effective January 1, 2022, as described in the attachments.

Parks:

- 22) Resolution No. 113—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Parks Department Table of Organization, cost center 1006200, by eliminating (1) full-time Management Assistant position and creating one (1) full-time Program/Office Manager position effective January 1, 2022, as described in the attachments.

Recycling & Solid Waste:

- 23) Resolution No. 114—2021-22 – Legislative/Audit & Human Resources Committee.
Amend the Recycling & Solid Waste Department Table of Organization, cost center 5039000, by creating one (1) full-time Industrial Maintenance Technician (Solid Waste) position effective January 1, 2022, as described in the attachments.

- 24) Resolution No. 115—2021-22 -- Legislative/Audit & Human Resources Committee.
Amend the Recycling & Solid Waste Department Table of Organization, cost center 5040100 by creating one (1) full-time Equipment Facility Superintendent (Recycling & Solid Waste) position effective January 1, 2022, as described in the attachments.
- 25) Resolution No. 116—2021-22 -- Legislative/Audit & Human Resources Committee.
Amend the Recycling & Solid Waste Department Classification Schedule, cost center 5039000, by changing one (1) full-time Recycling & Solid Waste Director position from Exempt E16 to Exempt E19 effective January 1, 2022, as described in the attachments.

Sheriff:

- 26) Resolution No. 117—2021-22 -- Legislative/Audit & Human Resources Committee.
Amend the Sheriff's Office Table of Organization, cost center 1008015, by eliminating (5) part-time Correctional Officer positions and creating three (3) full-time Correctional Officer positions effective January 1, 2022, as described in the attachments.
- 27) Resolution No. 118—2021-22 -- Legislative/Audit & Human Resources Committee.
Amend the Sheriff's Office Classification Schedule, cost center 1008007, by changing three (3) Patrol Lieutenant positions from Exempt E11 to (3) Captain positions Exempt E12 effective January 1, 2022, as described in the attachments.
- 28) Resolution No. 119—2021-22 -- Legislative/Audit & Human Resources Committee.
Amend the Sheriff's Office Classification Schedule, cost center 1008015, by changing two (2) Jail Lieutenant positions from Exempt E11 to (2) Captain-Corrections positions Exempt E12 effective January 1, 2022, as described in the attachments.
- 29) Resolution No. 120—2021-22 -- Legislative/Audit & Human Resources Committee.
Amend the Sheriff's Office Classification Schedule, cost center 1008007, by changing six (6) Patrol Staff Sergeant positions from Exempt E8 to six (6) Lieutenant positions Exempt E10 effective January 1, 2022, as described in the attachments.
- 30) Resolution No. 121—2021-22 -- Legislative/Audit & Human Resources Committee.
Amend the Sheriff's Office Classification Schedule, cost center 1008015, by changing seven (7) Jail Staff Sergeant positions from Exempt E8 to seven (7) Lieutenant positions Exempt E10 effective January 1, 2022, as described in the attachments.

Veterans Office:

- 31) Resolution No. 122—2021-22 -- Legislative/Audit & Human Resources Committee.
Amend the Veteran's Office Table of Organization, cost center 1008700, by eliminating one (1) part-time Office Assistant position and creating one (1) full-time Office Assistant position effective January 1, 2022, as described in the attachments.

32) Resolution No. 123—2021-22 – Legislative/Audit & Human Resources Committee.

Authorize an employee wage increase of one percent effective December 19, 2021, for the year 2022, exclusive of step increases, for exempt and non-exempt employee groups which includes all other employees, miscellaneous pay group employees, and seasonal staff but excludes Elected officials, County Board, the DSA union group and commission members, (as noted on the attachments) and authorize a one-time payment to eligible employees on the payroll as of June 1, 2022 and a one-time retention incentive payment to eligible employees on the payroll as of December 1, 2022, of \$350 for staff whose full-time equivalency (FTE) is between 80% and 100%, \$200 for staff whose FTE is between 50% and 79.9%, and \$100 for staff whose FTE is between 10% and 49.9% (as noted on the attachments) and authorize the Finance Department to allocate the identified amounts to the applicable cost centers and accounts, which will be the same as the cost centers and accounts already included in the 2022 Proposed Budget for the June 1, 2022 payment, with the one exception of 50% of the amount will be covered with Lost Revenue ARPA (American Rescue Plan Act) funding, specifically allocating \$220,000 of the Lost Revenue component of ARPA funds for this one-time payment purpose, and authorize the employee step program to be retained for 2022 and that all other benefits remain the same based on usage.

B. Agriculture, Extension Education, Zoning and Land Conservation Committee**C. Public Safety Committee****D. Health and Human Services Committee****E. Highway, Recycling and Solid Waste Committee****F. Property, Airport, Recreation & Economic Development Committee****G. Finance Committee****H. Independent Supervisor Amendments to the 2022 County Executive Budget.****I. ROLL CALL to adopt the 2022 County Executive Budget as amended.****J. ROLL CALL for County Board Supervisors who would like a printed final 2022 Adopted Budget** (Note that the 2022 Adopted Budget will be posted online).**K. Finance Committee - continued**

- 1) Resolution No. 124—2021-22 – Finance Committee. Enabling Tax Levy Resolution for 2021, collected in 2022.


The following items are pertinent to regular business and the 2021 budget.

5. MINUTES OF THE OCTOBER 26, 2021 PUBLIC BUDGET HEARING AND COUNTY BOARD MEETING
6. COMMUNICATIONS
7. APPOINTMENTS

8. UNFINISHED BUSINESS9. NEW BUSINESS

- A. Resolution No. 125—2021-22 – Finance Committee. Oppose the Village of Greenville Tax Incremental District (TID) No. 2 Project Plan, as detailed in the attached Project Plan TID No. 2 Heritage District, dated October 25, 2021, and recommend that the representative of Outagamie County on the Village of Greenville TID Board of Review vote in opposition to the Village of Greenville's TID No. 2 plan.
- B. Resolution No. 126—2021-22 – Legislative/Audit & Human Resources Committee. Approve creating the following FT Sunset positions for the District Attorney's Office: one (1) Special Prosecutor; one (1) Victim Witness Specialist; one (1) Legal Assistant II; one (1) Evidence Coordinator (as noted on the attachments); and approve utilizing monies from the American Rescue Plan Act (ARPA) to fund the created positions mentioned above, as noted on the attachments.
- C. Resolution No. 127—2021-22 – Legislative/Audit & Human Resources Committee. Approve creating the following positions for the Appleton International Airport: three (3) FT FBO Operations Supervisors; two (2) FT Customer/Administration Support Associates; four (4) PT Customer/Administration Support Associates; one (1) FT Airport Operations Specialist – Lead; two (2) FT Airport Operations Specialists; twenty-eight (28) PT Airport Operations Specialists effective November 2, 2021, as noted on the attachments, and utilize COVID relief funds to fund the above positions in 2021, with revenue from business initiatives to cover the cost of additional staff after 2021, as noted on the attachments.

10. REPORTS



Jeff King, County Clerk



Jeff Nooyen, Board Chairperson

Accommodation Notice

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