AGENDA

THURSDAY, MAY 21, 2026 -9:00 AM CDT
OCONTO COUNTY BOARD OF SUPERVISORS MEETING
COUNTY BOARD ROOM #3041 - COURTHOUSE 3RD FLOOR - BLDG. A
301 WASHINGTON STREET, OCONTO, WI 54153

This is an open meeting of the Oconto County Board of Supervisors. Notice of this meeting was given to the public at least twenty-four hours prior to the meeting, by forwarding the complete agenda to the newspapers and to all news media who have requested the same as well as by posting. Copies of the complete agenda were available for inspection at the Office of the County Clerk and from the County's website calendar. www.ocontocountywi.gov

1. **Call to Order and Roll Call**
2. **Pledge of Allegiance**
3. **Invocation** - Supervisor Behrend
4. **Statement of County Mission and Vision**
5. **Presentation of Awards and Recognition**
6. **Presentation of Communications and Petitions**
7. **Public Comment**

   (Speakers must sign in prior to meeting and will be given three minutes to address the county board regarding items on the current agenda.)

8. **Consent Agenda**

   Removal of items from Consent Agenda
   Approval of Consent Agenda

8.1. **A2026-05-01** Zoning Change
Town of Bagley (Speilman) – L&W Resources Com.
A2026-05-01 Zoning Change - Town of Bagley (Speilman).pdf

8.2. **A2026-05-02** Zoning Change
Town of Breed (Dusty Trails ATV Club, Inc.) – L&W Resources Com.
A2026-05-02 Zoning Change - Town of Breed (Dusty Trails ATV Club, Inc.).pdf

8.3. **A2026-05-03** Zoning Change
Town of How (Stelzer) – L&W Resources Com
A2026-05-03 Zoning Change - Town of How (Stelzer).pdf

8.4. **A2026-05-04** Zoning Change
Town of How (Sunrise Dairy LLC) – L&W Resources Com
A2026-05-04 Zoning Change - Town of How (Sunrise Dairy LLC).pdf

8.5. **A2026-05-05** Zoning Change
Town of Little River (Imig) – L&W Resources Com
A2026-05-05 Zoning Change - Town of Little River (Imig).pdf

8.6. **O2026-05-01**
Chapter 27 All-Terrain Vehicles (ATVs and UTVs) – Highway Com.
O2026-05-01 Chapter 27 - All-Terrain Vehicles (ATVs and UTVs).pdf

8.7. **R2026-05-01**
Approve Bid to Replace Air Conditioning Unit Building A Annex – Property & Technology Com
R2026-05-01 Approve Bid to Replace Air Conditioning Unit Building A Annex.pdf
R2025-05-01a Approve Bid to Replace Air Conditioning Unit Building A Annex.pdf

- R2025-05-01b Approve Bid to Replace Air Conditioning Unit Building A Annex.pdf
- R2025-05-01c Approve Bid to Replace Air Conditioning Unit Building A Annex.pdf

8.8. **Appointment** – Anderson Lake District County Representative (Telford)

- Appointment - Anderson Lake District County Representative (Telford) - Co. Admin..pdf

8.9. **Appointment** – Lake MI Area Land & Water Conservation Association (Mohr)

- Appointment Lake Michigan Area Land & Water Conservation Association (Mohr) - Co. Admin..pdf

8.10. **Appointment** – North Central Wisconsin Tourism Partnership Bd. of Dir. (Carey-Mielke)

- Appointment - North Central WI Tourism Board of Directors (Carey-Mielke) - Co. Admin..pdf

8.11. **Appointment** – White Potato Lake District County Representative (Jensema)

- Appointment White Potato Lake District County Representative- (Jensema) - Co. Admin..pdf

8.12. **Appointment** – Crooked Lake Area Lakes Protection & Rehab. Dist. Co. Rep. (Sipiorski)

- Appointment Crooked Lake Area Lakes Prot. & Rehab. District County Representative (Sipiorski) - Co. Admin..pdf

8.13. **Appointment** – Recreation Committee (Carey-Mielke)

- Appointment - Recreation Committee (Carey-Mielke) - Co. Admin..pdf

8.14. **Appointment** – Recreation Committee (Winkler)

- Appointment - Recreation Committee (Winkler) - Co. Admin..pdf

8.15. **Re-Appointment** – Berry Lake Community District County Representative (Winkler)

- Re-Appointment Berry Lake Community District County Representative (Winkler) - Co. Admin..pdf

8.16. **Re-Appointment** – Northwood’s Rail Commission (Kroll)

- Re-Appointment - Northwood's Rail Commission (Kroll) - Co. Admin..pdf

8.17. **Re-Appointment** – Inland Lakes Protection & Rehabilitation District #1 Co. Rep. (Zeller)

- Re-Appointment Inland Lakes Protection & Rehabiliation District #1 County Representative (Zeller) - Co. Admin..pdf

8.18. **Re-Appointment** – Munger/Bear Lake Rehabilitation District County Representative (Rabe)

- Re-Appointment Munger-Bear Lake Rehabilitation District County Represenative (Rabe) - Co. Admin..pdf

8.19. **Re-Appointment** – Townsend Flowage Protection District County Representative (Zimdars)

- Re-Appointment -Townsend Flowage Rehabilitation District County Representative (Zimdars) - Co. Admin..pdf

8.20. **Re-Appointment** – Oconto County Land Information Council

- Re-Appointments Oconto County Land Information Council - Co. Admin..pdf

8.21. **Re-Appointment** – Lumberjack, Resource, Conservation & Dev. Com. (Dolata, Scanlan)

- Re-Appointment Lumberjack, Resource, Conservation & Development Committee (Dolata Scanlan) - Co. Admin..pdf

8.22. **Re-Appointment** – Zoning Board of Adjustments (Behrend, Christianson)

- Re-Appointment Zoning Board of Adjustment (Behrend, Christianson) - Co. Admin.pdf

9. **Regular Agenda**

9.1. Change in Sequence

9.2. Removal of Items

9.3. Approval of Regular Agenda

10. **Approval of Previous Meeting Proceedings**

11. **Committee and Departmental Reports** (No Action to be taken)

11.1. Health & Human Services Update

11.2. Highway Facilities Update

11.3. Human Resources Employee Update

- HR Monthly Report April.pdf

11.4. Land Sale Bid Acceptance Report – (No Report for May 2026)

11.5. TEDCOR (Tourism & Economic Development Corporation of the Oconto Region) Update

12. Confirmation of Revised 2026-2028 Standing Committee Appointments

- 2026-2028 Standing Committee Assignments Rev. 5-21.pdf

13. Annual Department/Office Reports (No action to be taken) *Departments/offices with (*) will present the report.*

- List of 2025 Annual Reports.pdf
- Child Support.pdf
- Clerk of Circuit Court.pdf
- Corp Counsel.pdf
- County Administrator.pdf
- County Clerk.pdf
- District Attorney.pdf
- Emergency Management.pdf
- Finance.pdf
- Forest, Parks & Recreation.pdf
- Health and Human Services.pdf
- Highway Department.pdf
- Human Resources.pdf
- Land and Water Conservation.pdf
- Land Information Systems.pdf
- Maintenance Department.pdf
- Planning Zoning & SW.pdf
- Register of Deeds.pdf
- Sheriff.pdf
- Technology Services.pdf
- Treasurer.pdf
- UW Extension.pdf
- Veterans Services.pdf

14. Announcements/General Information (Non Action to be taken)

15. Adjournment

KP/Posted:
05/14/2026 June Invocation by Supervisor District 7

Any person wishing to attend the meeting who requires special accommodation because of a disability should contact the Oconto County Clerk's office at 920-834-6801 at least 24 hours before the meeting begins so that appropriate accommodations can be made.
Person's who are members of another governmental body, but who are not members of this committee, may attend this meeting. Their attendance could result in a quorum of another governmental body being present. Such a quorum is unintended and they are not meeting to exercise the authority, duties, or responsibilities of any other governmental body. Courthouse Bldg. "A" is located at the corner of Washington Street & Arbutus Avenue Ramp Access from Washington Street parking Lot Entrance.

c. Committee (FTP); County Administrator, Finance Director, Corporation Counsel, Department Heads, external request), Media (via email); County Website; Central File; Official Posting Location (Physical Copy)

Please note that this meeting is being recorded and/or live streamed for public convenience but does not constitute the official record of the proceedings. By attending this meeting, you acknowledge that your image and/or voice may be captured and broadcast as part of the public record.

To responsibly serve, support, and protect the people and places throughout our community.

AMENDATORY ORDINANCE – A2026-05-01

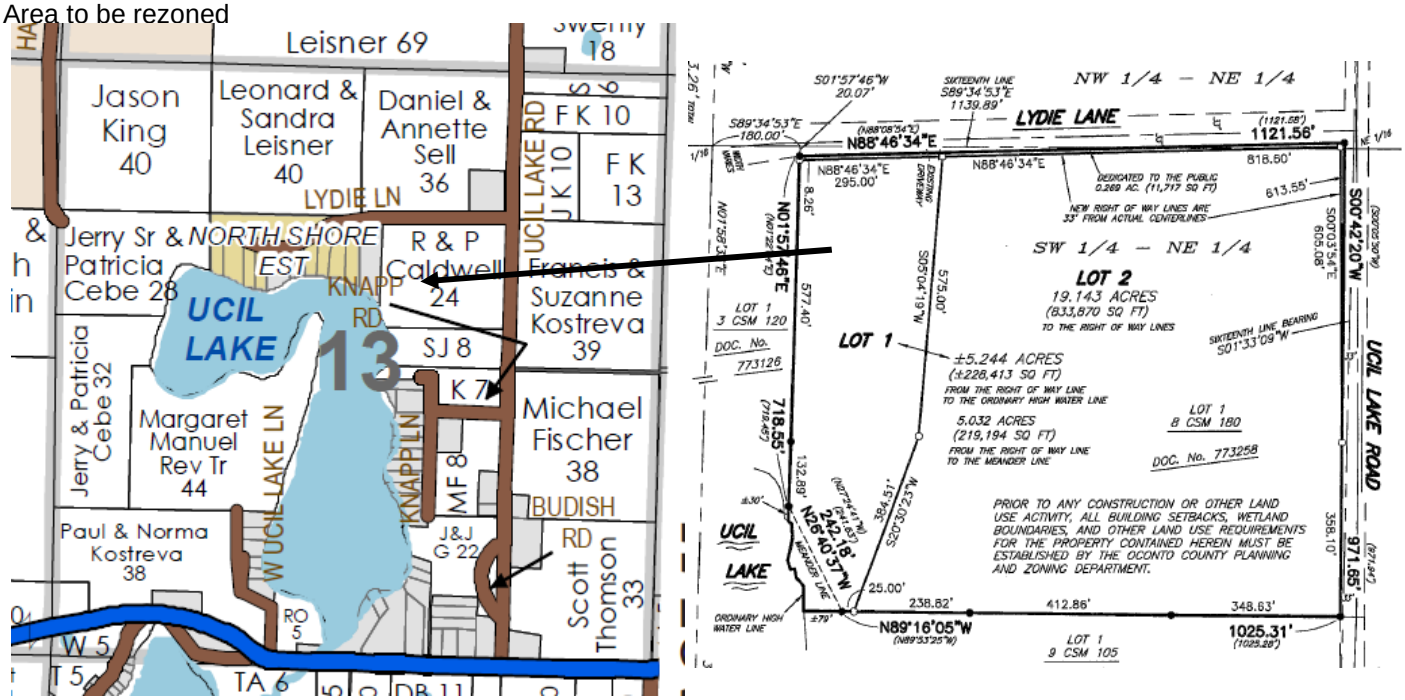
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20260012, filed March 30, 2026, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Forest District to Rural District on property described as:

PROPERTY INFORMATION: Tax Parcel # 006-111300513A
Part of Section 13, T30N, R18E, Town of Bagley
Existing Zoning: Forest District
Proposed Zoning: Rural Residential District
PROPERTY OWNER: Brandon & Rebecca Speilman

Area to be rezoned



And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 5.244 acres to Rural District in order to bring the parcel into compliance to create a new residential lot; and

WHEREAS: the acreage is currently being utilized as woodlands; and

WHEREAS: the parcel is located along Lydie Lane and is in an area planned for residential development; and

WHEREAS: the Town of Bagley held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 5/11/2026 and after listening to testimony for and against, and after reviewing the application staff report, the standards for

rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20260012

Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance shall be and are hereby repealed as far as any conflict exists.

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-20260012 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classification from Forest District to Rural District for the above noted description.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 21st day of May, 2026.

By: LAND AND WATER RESOURCES COMMITTEE

Mike Beyer, Chair
Tim Cole
Patrick J. Scanlan
Wayne Kaczrowski
Dale Mohr
Dennis Kroll, Alternate
David Parmentier, Alternate

Electronically Reviewed by Corporation Counsel on 05.12.2026 - BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

AMENDATORY ORDINANCE – A2026-05-02

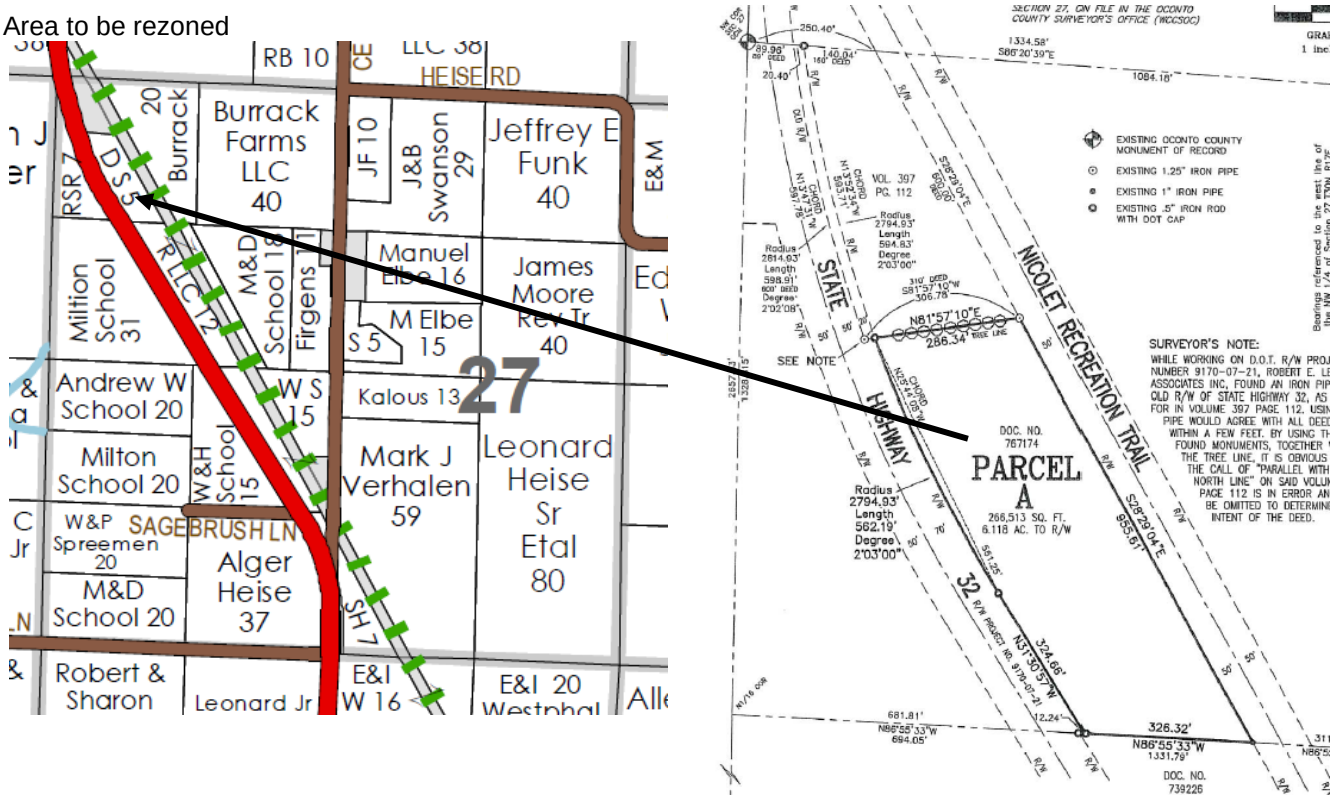
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20260016, filed April 9, 2026, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from General Commercial District to Park and Recreation District on property described as:

PROPERTY INFORMATION: Tax Parcel # 010-272700922B
Part of Section 27, T30N, R17E, Town of Breed
Existing Zoning: General Commercial District
Proposed Zoning: Park and Recreation District
PROPERTY OWNER: Dusty Trails ATV Club, Inc.

Area to be rezoned



And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 5.34 acres to Park and Recreation District in order to bring the parcel into compliance to allow for club use and construction of a storage building for recreation trail maintenance equipment; and

WHEREAS: the acreage is currently being utilized as vacant agricultural lands; and

WHEREAS: the parcel is located along State Hwy 32 and is in an area suitable for use along Nicolet Recreation Trail; and

WHEREAS: the Town of Breed held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 5/11/2026 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20260016

Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance shall be and are hereby repealed as far as any conflict exists.

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-2026 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classification from General Commercial District to Park and Recreation District for the above noted description.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 21st day of May, 2026.

By: LAND AND WATER RESOURCES COMMITTEE

Mike Beyer, Chair
Tim Cole
Pat Scanlan
Wayne Kaczrowski
Dale Mohr
Dennis Kroll, Alternate
David Parmentier, Alternate

Electronically Reviewed by Corporation Counsel on 05.12.2026 - BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

AMENDATORY ORDINANCE – A2026-05-03

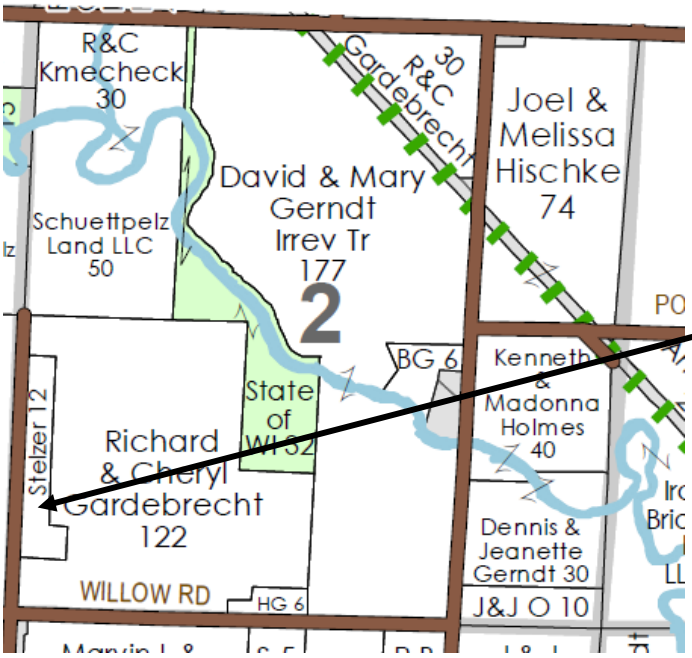
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

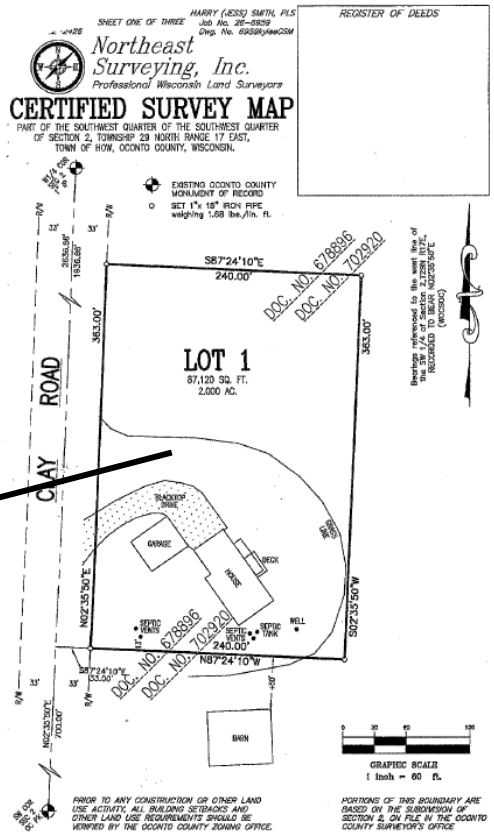
WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20260014, filed April 7, 2026, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Agricultural District to Rural Residential District on property described as:

PROPERTY INFORMATION: Tax Parcel # 018-020201832A
Part of Section 2, T29N, R17E, Town of How
Existing Zoning: Agricultural District
Proposed Zoning: Rural Residential District
PROPERTY OWNER: Steven & Melisa Stelzer

Area to be rezoned





And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 2.00 acres to Rural Residential District in order to bring the parcel into compliance to split the existing home off from the parent parcel; and

WHEREAS: the acreage is currently being utilized as a farmlands and residential use; and

WHEREAS: the parcel is located along Clay Rd and is in an area planned for low impact & low density residential development; and

WHEREAS: the Town of How held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 5/11/2026 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20260014

Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance shall be and are hereby repealed as far as any conflict exists.

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-20260014 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classification from Agricultural District to Rural Residential District for the above noted description.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 21st day of May, 2026.

By: LAND AND WATER RESOURCES COMMITTEE

Mike Beyer, Chair
Tim Cole
Patrick J. Scanlan
Wayne Kaczrowski
Dale Mohr
Dennis Kroll, Alternate
David Parmentier, Alternate

Electronically Reviewed by Corporation Counsel on 05.12.2026 - BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

AMENDATORY ORDINANCE – A2026-05-04

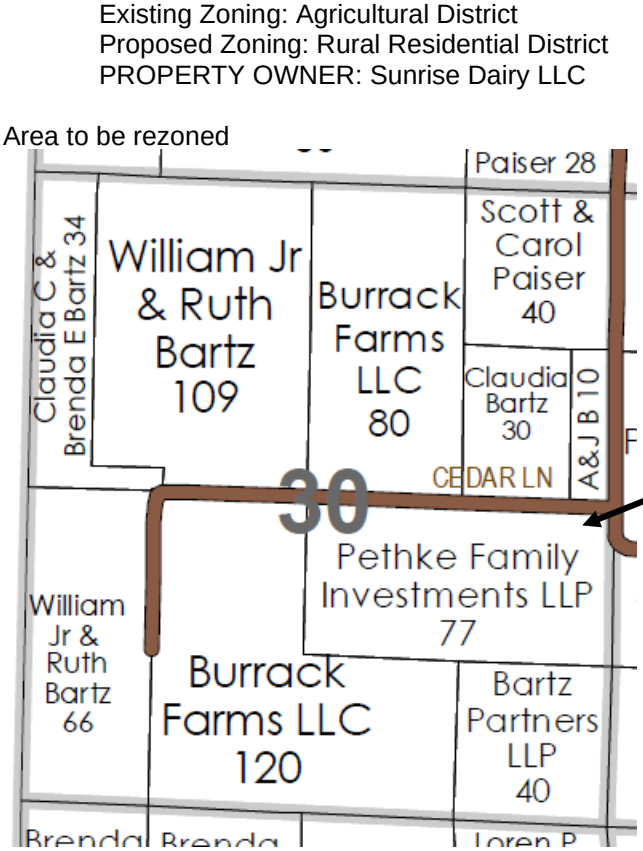
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

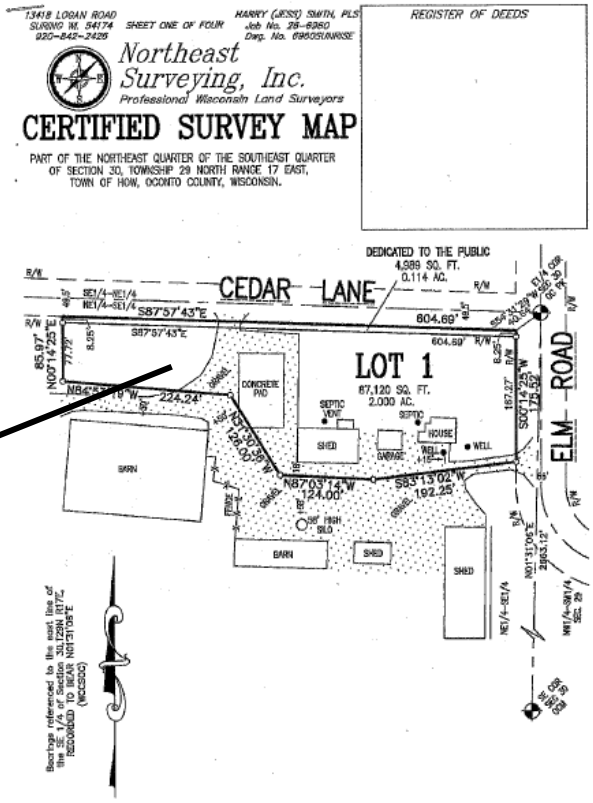
WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20260015, filed April 7, 2026, to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Agricultural District to Rural Residential District on property described as:

PROPERTY INFORMATION: Tax Parcel # 018-303001141
Part of Section 30, T29N, R17E, Town of How
Existing Zoning: Agricultural District
Proposed Zoning: Rural Residential District
PROPERTY OWNER: Sunrise Dairy LLC

Area to be rezoned





And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 2.00 acres to Rural Residential District in order to bring the parcel into compliance to separate the existing home and some of the outbuildings from the farm; and

WHEREAS: the acreage is currently being utilized as a family farm operation; and

WHEREAS: the parcel is located along the corner of Cedar Lane and Elm Road and is in an area planned for low impact & low density residential development; and

WHEREAS: the Town of How held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 5/11/2026 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20260015

Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance shall be and are hereby repealed as far as any conflict exists.

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-20260015 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classification from Agricultural District to Rural Residential District for the above noted description.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 21st day of May, 2026.

By: LAND AND WATER RESOURCES COMMITTEE

Mike Beyer, Chair
Tim Cole
Patrick J. Scanlan
Wayne Kaczrowski
Dale Mohr
Dennis Kroll, Alternate
David Parmentier, Alternate

Electronically Reviewed by Corporation Counsel on 05.12.2026 - BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

AMENDATORY ORDINANCE – A2026-05-05

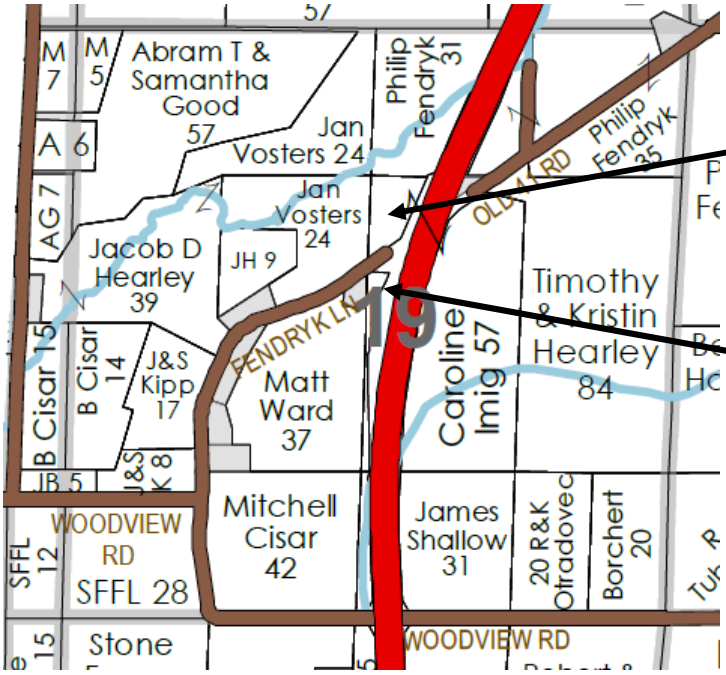
To: The Honorable Chair and Members of the Oconto County Board of Supervisors

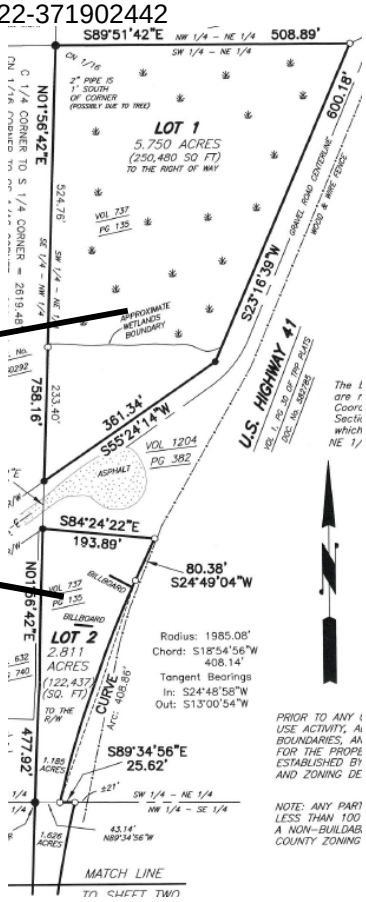
WHEREAS: The Land & Water Resources Committee, having considered Rezone Petition RZ-20260013, filed , to amend the Oconto County Zoning District Map, and having given notice thereof as provided by law and having held a public hearing thereon pursuant to S. 59.69(5), Wisconsin Statutes, and having been informed of the facts pertinent to the changes as follows:

To rezone land from Agricultural District and Forest District to Rural Residential District on property described as:

PROPERTY INFORMATION: Tax Parcel # 022-371900613C & 022-371902442
Part of Section 19, T29N, R22E, Town of Little River
Existing Zoning: Agricultural District and Forest District
Proposed Zoning: Rural Residential District
PROPERTY OWNER: Caroline Imig

Area to be rezoned





And being duly advised of the wishes of the people in the area affected as follows:

WHEREAS: the applicant desires to rezone 8.56 acres to Rural Residential District in order to bring the parcel into compliance to separate the existing parcels that are split by town road and create a residential lot; and

WHEREAS: the acreage is currently being utilized as vacant woodlands; and

WHEREAS: the parcel is located along Old 41 Road and is in an area planned for low impact & low density residential development; and

WHEREAS: the Town of Little River held a board meeting to consider the change in zoning for consistency with their Town Comprehensive Plan and voted to recommend approval; and

WHEREAS: the Land & Water Resources Committee held a public hearing on 5/11/2026 and after listening to testimony for and against, and after reviewing the application staff report, the standards for rezoning lands under 14.3315 and consistency with the Oconto County Comprehensive Plan has recommended approval.

NOW THEREFORE, THE OCONTO COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS: Petition: RZ-20260013

Section 1: Any existing ordinances, codes, resolutions, or portion thereof in conflict with this ordinance shall be and are hereby repealed as far as any conflict exists.

Section 2: If any claims, provisions, or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of the ordinance shall not be affected thereby.

Section 3: Rezone petition RZ-20260013 is hereby adopted amending the Oconto County Zoning District Map, by changing the zoning classification from Agricultural District and Forest District to Rural Residential District for the above noted description.

Section 4: The ordinance shall take effect the day after passage and publication as required by law.

Submitted this 21st day of May, 2026.

By: LAND AND WATER RESOURCES COMMITTEE

Mike Beyer, Chair
Tim Cole
Patrick J. Scanlan
Dale Mohr
Wayne Kaczrowski
Dennis Kroll, Alternate
David Parmentier, Alternate

Electronically Reviewed by Corporation Counsel on 05.12.2026- BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

ORDINANCE – O2026-05-01

To**:** The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: **Chapter 27 – All-Terrain Vehicles (ATVs and UTVs)**

WHEREAS, the Highway Committee has reviewed Chapter 27 – All Terrain Vehicles (ATVs and UTVs) Ordinance and recommends the following amendments; and

WHEREAS**,** Under Wis. Stat. ss.23.33(4)(d)3.b. and 11(am)3., ATVs may be authorized to operate on the roadway or shoulder of a highway to cross a bridge that is located within the territorial boundaries of a county, city, village or town, regardless of who has jurisdiction over the highway, and only if a county **and** a city, village or town **both** enact ordinances that apply to the bridge. In this case, ATV operation on a state highway bridge is not subject to WisDOT approval; and

WHEREAS**,** this ordinance, following WisDOT review, will allow the use of ATVs/UTVs on STH 32, from the intersection of River Road east to the intersection of West Street to cross the bridge over Oconto River; and

WHEREAS**,** this ordinance requires ATV/UTV operators to conform to Wisconsin Statute 23.22(11)(am)3. (a)-(e) as follows:

a. Cross the bridge in the most direct manner practicable and at a place where no obstruction prevents a quick and safe crossing
b. Stay as far to the right of the roadway or shoulder as practicable.
c. Stop the vehicle prior to crossing.
d. Yield the right-of-way to other vehicles, pedestrians, electric scooters, and electric personal assistive mobility devices using the roadway or shoulder.
e. Exit the highway as quickly and safely as practicable after crossing the bridge; and

NOW, THEREFORE, the Oconto County Board of Supervisors does ordain as follows:

SECTION 1: Chapter 27, of the All-Terrain Vehicles (ATVs and UTVs) Ordinance is amended to read as follows:

27.4 APPROVED ATV/UTV Routes

(a) County trunk highways designated as ATV/UTV routes shall be established and approved by the Oconto County Highway Committee, the Oconto County Sheriff's Office and Oconto County Board of Supervisors. Any modification to a designated ATV/UTV route shall be approved by the Oconto County Highway Committee, with input from the Oconto County Sheriff's Office. The following routes are established:

(15) STH 32, from the intersection of River Road east to the intersection of West Street to cross the bridge over Oconto River.

SECTION 2: This ordinance shall take effect after passage and publication as provided by law.

Submitted this 21st day of May, 2026.

BY: HIGHWAY COMMITTEE

David Christianson
David Behrend
Joel Lavarda
Robert Wolf
Bill Hugo

Electronically Reviewed by Corporation Counsel on 05-07-2026 - BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

RESOLUTION – R2026-05-01

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: **Approve Bid to Replace Air Conditioning Unit Building A Annex**

WHEREAS, the air conditioning unit was last replaced in 1989; and

WHEREAS, the current air conditioning unit is at its maximum lifespan and most parts are refurbished, unavailable, or prohibitively expensive; and

WHEREAS, the Property and Technology Committee advertised and received three bids to replace the air conditioning unit as follows:

Vendor	Price
Foremen Heating & Ventilating Inc., Green Bay WI	$46,611.00
Energy Control & Design, Inc. Appleton, WI	$74,423.00
Mechanical Technologies, Inc., Green Bay, WI	$74,858.00

WHEREAS, the Property and Technology Committee at their May 13, 2026, meeting have recommended accepting the bid from Foremen Heating & Ventilating Inc., Green Bay WI. in the amount of $46,611.00; and

WHEREAS, the fiscal impact will be $46,611.00 and will be paid from Capital Outlay +$5,000 Account #100-26-57140-58200-M325, which is budgeted for in 2026.

NOW, THEREFORE, BE IT RESOLVED, that the Oconto County Board of Supervisors does hereby approve the bid to replace the air conditioning unit in Building A Annex to Foremen Heating & Ventilating Inc., Green Bay WI in the amount of $46,611.00.

Submitted this 21st day of May, 2026.

By: PROPERTY AND TECHNOLOGY COMMITTEE

Guy Gooding
Wesley Kobylarczyk
John Wittkopf
Brenda Carey Mielke
Richard Wood

Electronically Reviewed by Corporation Counsel on 05.04.2026 - BLE

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

Foremen Heating & Ventilating Inc.
Po Box 10073
Green Bay WI 54307
Office (920) 499-6969

BILL TO
Oconto County Courthouse
301 Washington Street
Oconto, WI 54153 USA

ESTIMATE	ESTIMATE DATE
3120130	May 01, 2026

JOB ADDRESS
Oconto County Courthouse
301 Washington Street
Oconto, WI 54153 USA

Job:

ESTIMATE DETAILS

15 Ton Ac Replacement:
Removal and proper disposal of the existing equipment.

Installation of one new Trane 15-Ton condenser model: TTA18043DAC**BS01 Includes refrigeration specialties.

Installation of a new concrete slab in the packing lot for the AC unit.

Installation of new insulated refrigeration lines from the condenser to the existing air-handler.

Installation of one new DX evaporator cooling coil in the existing air-handler.

Remove the existing condenser on the rooftop, fabricate and install new rail and pipe portal covers.

Crane rental for removing and setting the new AC unit.

Note * We do not include the flowing
- Line voltage wiring.
- Low voltage control wiring.

SUB-TOTAL	$46,611.00
TOTAL	$46,611.00

Thank you for choosing Foremen Heating & Ventilating Inc. as your HVAC contractor.

Payment by card is subject to a 3% service fee not included in the price above.

Limited Warranty -
Parts: all parts are warranted per manufacturer specifications.
Labor: All workmanship as recorded here relative to the parts and equipment serviced as noted, is guaranteed for a one year

period unless noted. We do not guarantee other parts or equipment other than those we supply. If any owner suppled parts or equipment cause damage do to being defective, Foremen Heating & Ventilating Inc. will not be held liable.

CUSTOMER AUTHORIZATION

General Terms & Conditions

ENTIRE CONTRACT

The provisions herein contained constitute all Of the terms and conditions of this contract. No changes or additions hereto shall be binding Unless seller in writing and signed by an authorized Representative of the seller. Any terms or conditions Of the purchaser's order inconsistent herewith Or in addition shall be of no force and effect and be hereby Expressly rejected. Purchaser's order shall be governed Only by the terms and conditions appearing herein. A definite and seasonable expression of acceptance Or a written confirmation which is sent to seller within The time specified in the purchaser's operates as an Acceptance of terms specified herein. These terms And conditions have priority over all other contracts And or terms and conditions for the project that has Been accepted based on the attached proposal.

PROPOSALS AND CONTRACT

Seller's proposal, when accepted, and any resulting contract Are not subject to cancellation, suspension, or reduction In amount except with seller's written consent and upon Terms which reimburse seller for work performed, plus Reasonable overhead and profit.

PRICES

In addition to the prices specified herein, Purchaser Shall pay for all extra work requested by purchaser or Made necessary because of incompleteness of or Inaccuracy in plans or other information submitted By purchaser with respect to location, type of occupancy, Or other details of work to be performed hereunder. If the Work to be furnished here under constitutes and addition To purchasers existing facilities, prices and delivery and Completion dates quoted herein are based on information If any with respect to layout of such faculties now contained in sellers engineering records. In the event the layout purchasers' facilities have been altered, or is altered by purchaser prior completion of contract, purchaser shall advise seller of any such alterations and prices and delivery and completion dates quoted herein shall be changed by seller as may be required because of such alterations. Unless prices are stated by seller in this or other documents forming a part of this contract, the prices applicable to the extra work shall be sellers' prices in effect at that time.

PAYMENT

Final payment shall be in all cases due and payable within ten (10) days after final billing. A service charge will be charged And added to the prices on all payments past due and owed By the purchaser under this contract, and at the rate of 20% Per annum or if such rate is prohibited by law, then at such Lower rate as is the maximum rate permitted to be contracted For under such applicable law. Purchaser shall pay any reasonable Attorneys fees incurred In the collection of past due accounts.

DELAYS

Seller shall not be liable for any damages or penalty for delays in work due to acts of God, acts of omission of the purchaser, acts of civil or military authorities, government regulations or priorities, fires, floods, epidemics, quarantine restrictions, war , riots, strikes, differences with workmen, accidents to machinery, inability to obtain necessary labor, materials, or manufacturing facilities, delay in transportation, defaults of sellers subcontractors, failure or delay in furnishing correct or complete information by purchaser with respect to location or other details of work to be performed hereunder, impossibility, or impracticability of performance any other cause or causes beyond the control of the seller, whether or not similar to the foregoing in the event of any delay caused as aforesaid, the completion shall be extended for a period equal to any such delay and this contract shall not be void or voidable as result of such delay. In case work is temporarily discontinued by reason of any of the foregoing all unpaid installments of the contract price less an amount equal to the value of material and labor not furnished shall be due and payable upon receipt of invoice.

EXCAVATION

When the seller does the excavating, if water, quicksand, rock or other unforeseen obstructions are encountered or shoring is required, purchaser shall pay for as extra to the contract price any additional work involved at sellers' prices for work then in effect.

SITE FACILITIES

Purchaser shall furnish all necessary facilities for performance of its work by seller, adequate space for storage and handling of material, light, water, heat, local telephone, watchman and crane and elevator service, if available, and necessary permits, Where wet pipe system is installed, purchaser shall supply and maintain sufficient heat to prevent freezing of the system.

STRUCTURE AND SITE CONDITIONS

While employees of seller will exercise reasonable care in this respect, seller shall be under responsibility for loss or damage due to the character, condition or use of foundation, walls or other structures not erected by it or resulting from excavation or proximity thereto, nor for damage resulting in concealed piping, wiring, fixtures or other equipment or condition of water pressure. All shoring or protection of foundations, walls or other structures subject to being disturbed by any excavation shall be the responsibility of the purchaser unless otherwise specified. Purchaser warrants the sufficiency of the structure to support the plumbing and HVAC systems and related equipment.

LIMITIATIONS OF LIABILITY

In no event shall the seller be liable for special or consequential damages. Sellers liability of any claim for loss or liability on any claim or loss or liability arising out of or connected with this contract or any obligation resulting therefrom or from the manufacture, fabrication, sale, delivery, installation, or use of any materials covered by this contract shall be limited to that set forth in the paragraph entitled "Warranty"

LIMITED WARRANTY

Seller agrees that for a period of thirty (30) days after completion of said work, it will be at its expense repair or replace any defective materials, workmanship, supplied or performed by the seller. It is understood that he seller does not guarantee the operation of the system. Seller further warrants the products of manufacturers supplied hereunder to the extent of the warranty of the respective manufacturer.

ALL OTHER EXPRESS OR IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS OR OTHERWISE ARE HEREBY EXCLUDED.

MODIFICATINS AND SUBSTITUTIONS

Seller reserves the right to modify material of sellers design sold hereunder an for the drawings and specifications relating thereto, or to substitute providing that the modifications or substitutions will not materially affect the performance of the material or lesson in any way the utility of the material to the purchaser.

WORK STOPPAGE

Should work be stopped by any public authority or the buyer for more than thirty calendar days, the rights and obligations of the seller and purchaser shall be construed and enforced accordingly.

ASSIGNMENT

Any assignment of this contract by purchaser without the written consent of the seller shall be void/seller may assign to its subsidiaries and affiliates.

CHANGES, ALTERATIONS, ADDITIONS

Changes, alterations, and additions to the plans, specifications, or construction schedule for this contract shall be invalid unless approved by the seller in this manner, which will increase or decrease the cost and expense of work to seller, there shall be a corresponding increase or decrease in the contract price herein provided. The value of additional work shall be agreed upon prior to the performance of said work. However, if no agreement is reached prior to the performance so as to avoid delays, then the estimate of the sellers estimating department as to the value of the work shall be deemed accepted by the purchaser.

LEGAL NOTICE

For the purpose of any notice permitted or required to be given hereunder, such notice or notices shall be deemed given when received.

CLAIMS

Any claims against the seller arising hereunder must be presented in writing, with particulars, within ten (10) days after they arise.

TERMS AND CONDITIONS/TECHNICAL SPECIFICATIONS
The terms and conditions specified herein shall be in addition to those set out in the sellers technical specifications and any inconsistencies shall be resolved by sellers authorized representative.

ARBITRATION
At the option of the seller, any controversy of claim arising out of or relating to this contract, or the breach thereof, shall be settled in arbitration in accordance with the rules of the American Arbitration Association and judgement upon the award rendered by the Arbitration may be entered in any local court having jurisdiction thereof.

OVERTIME
Unless otherwise specified by Purchaser, all installation work will be performed during regular working hours. If purchaser shall require any overtime labor, purchaser agrees to reimburse seller for the overtime premium on the same. If overtime labor is required on any emergency basis, purchaser agrees to reimburse the seller for the same.

INCIDENTAL LOSSES
All loss or damage from any cause (not the fault of the seller) to the materials, tools, equipment, work or workmen of the seller or its agents or subcontractors while in or about the premises of the purchaser shall be borne and paid for by the purchaser.

DEFAULT
In case of any default by the purchaser, seller may declare the contract price or all unpaid installments thereof be immediately due and payable (whether or not said work has been completed) or may enter said premises and shut off equipment from said system or remove all or any portion of the same. All such remedies of the seller are cumulative and not exclusive. Default by the purchaser shall consist of failure to pay any installment of price when due, no demand being necessary, or any act or omission on the part of the purchaser whereby seller is prevented form completing said installation, or receivership, bankruptcy, assignment for benefit of creditors or any other form of insolvency proceedings by or against purchaser or incase said premises or said system shall be attached, liened or seized by process of law and such attachment or lien shall not be vacated or seizure terminated with ten (10) days after its occurrence.

OSHA AND ASBESTOS
Purchaser agrees to indemnify and hold harmless the seller from and against any claims, demands or damages resulting from the enforcement of the Occupational Safety Health Act (Public Law 91-596) unless said claims, demands or damages are a direct result of causes with in the exclusive control of the seller. In the event the sellers employees or others are or may be exposed to asbestos fibers during the performance of this contract, all additional costs necessary to protect such individuals, including but not limited to all cost to " qualified laboratory concentrations , shall be paid by buyer and buyer agrees to indemnify seller against all claims, demands, injury or damages arising from such exposure.

LIEN RIGHTS
Lien lawn will be invoked when necessary.

ATTORNEY FEES
Purchaser is liable to seller for all attorney fees only limited by applicable statutes.

JOB SIGN
Buyer agrees to allow seller to display construction sign.

START & STOP DATES
Estimated start date:
Estimated completion date:
Seller shall notify purchaser of any delay that my extend the completion date.

Sign here _____ Date _____

ENERGY CONTROL & DESIGN, Inc
3137 N Roemer Road, Appleton WI 54911
www.energycontroldesign.com

Solution Partner Building Technologies SIEMENS

February 23, 2026

Oconto County Courthouse
Attn: Scott Krueger
301 Washington St.
Oconto WI 54153

Re: Annex – Basement AHU – AC Replacement – Rev 2-23-26

Dear Scott,

Energy Control & Design is pleased to provide the following quote to replace the air-conditioning unit and air-conditioning evaporator coil serving the AHU found in the basement of the Annex. A new AC condensing unit would be set on grade near the water spigot. The existing AHU would have its evaporator coil replaced with a new coil rated for the pressures of new refrigerants. New refrigerant piping would be installed to connect the new coil to the outdoor condensing unit.

The cost to complete the **Annex – Basement AHU – AC Replacement** proposal is: **$72,423(Seventy-Two Thousand Four Hundred Twenty-Three Dollars)**

The **Annex – Basement AHU – AC Replacement** proposal includes the following:

- Proper recovery and disposal of the existing unit's refrigerant.
- Demo of the existing refrigerant piping the is in the basement room with the air-handling unit.
- Installation of one (1) new Trane 15-ton condensing unit.
- Setting of the condensing unit on grade near the existing water spigot.
- Removal and disposal of the existing evaporator coil.
- Installation of one (1) new evaporator coil into the existing air-handling unit to serve the new AC unit.
- Installation of a new copper refrigerant lines to connect the indoor coil to the outdoor condensing unit.
- Nitrogen pressure testing of the new installation.
- Evacuation to 500 microns of the new piping and coil.
- Charging of the AC system with up to 70 pounds of R-410a refrigerant.
- Installation, engineering, programming and check-out of control devices.
- Truck and travel expenses.
- One (1) year warranty.
- Use tax for material unless a tax-exempt entity and a certificate is on file with Energy Control & Design.

The above offered pricing does not include the following items:

- Second shift, third shift or overtime labor.
- Repair or replacement of any HVAC equipment.
- Repair or replacement of any electrical equipment.
- Line voltage electrical (by others).
- Air or water balancing.

The above pricing is effective for 30 days. If you would like to proceed with this proposal, please sign below and either mail or email this letter back to: jbalza@energycontroldesign.com. Please also include all applicable paperwork and/or purchase orders that may be necessary.

Proposal: ☐ Accepted ☐ Not accepted Initials:_____

_____ _____

Company Representative's Signature Date

Thank you for continually allowing Energy Control and Design to serve your building automation needs and to provide this estimate. We look forward to working with you and the rest of your team to implement these proposed upgrades. If you have any questions or need any additional information, please feel free to contact me.

Best Regards,

ENERGY CONTROL & DESIGN, INC.

Jeremy Balza

Jeremy Balza
Cell: 1-920-660-6440
jbalza@energycontroldesign.com

ENERGY CONTROL & DESIGN, INC
3137 N Roemer Road, Appleton WI 54911
www.energycontroldesign.com

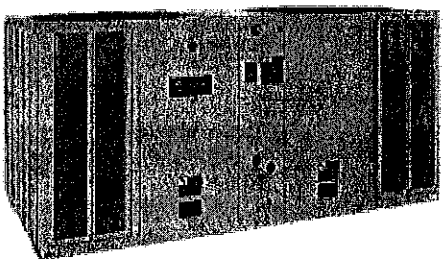
Job Name: Oconto County - Annex AC Replcaement
Prepared For:
Unit Tag: CU-1

Quantity: 1

6 - 25 Ton Unitary Split Systems Outdoor

Unit Overview

Model	TTA18043DAC**BS0100000000000000000000000
Construction	Replacement
Unit tonnage	15 ton
Controls	Symbio (cooling)
Voltage	208-230/60/3
Refrigeration circuit / stage	Dual compressors/dual circuit
Refrigerant	R-410A Refrigerant
Unit function	Cooling
Max. cond. operating weight	705.0 lb



Electrical Information

MCA	65.00 A	Compressor 1 RLA	25.00 A	Cond. motor 1 FLA	4.30 A
MOP	80.00 A	Compressor 2 RLA	25.00 A	Cond. motor 2 FLA	4.30 A

Refrigerant Information

Refrigerant	R-410A Refrigerant
Suction line connection size	1.375 in
Liquid line connection size	0.500 in

Field Installed Accy

Service valve	Service Valve accessory kit
Isolators	Rubber-in-shear isolators

80-85 Decibels

Condenser and Air Handler Pairings

Table 3. Model number descriptions

TWE Air Handler with Symbio
Digit 15 — Controls **1** = Constant Volume **C** = 2 Stage Airflow (Electromechanical Condenser Only) **D** = 2 Stage Airflow/Single Zone VAV (Symbio Condenser Only)

TWE Air Handler (pre-Symbio)
Digit 15 — Controls **0** = Constant Volume **A** = 2 Stage Airflow (Electromechanical Condenser Only) **B** = Single Zone VAV (RellaTel Condenser Only)

Table 4. Condenser and air handler pairing instructions (See document SS-SVN016A-EN)

Condenser (model # digit)	Air Handler		Wiring Reference	Instructions
	Type	Supply Fan Type (model # digit)		
Odyssey Electromechanical (Digit 15 = E)	Odyssey Symbio	Constant Volume (Digit 15 = 1)	"Pairing C or 3," p. 10	
		2-Speed Airflow (Digit 15 = C)		
		Single Zone VAV (Digit 15 = D)	"Pairing D," p. 12	Pairing F, D or G require wire harness kit WIR010190 (required) and WIR010185 (optional) to connect Air Handler Relay Board to VFD.
Odyssey RellaTel (Digit 15 = R)	Odyssey Symbio	Constant Volume (Digit 15 = 1)	"Pairing 4," p. 14	
		2-Speed Airflow (Digit 15 = C)	"Pairing E," p. 16	
		Single Zone VAV (Digit 15 = D)	"Pairing F," p. 16	Pairing F, D or G require wire harness kit WIR010190 (required) and WIR010185 (optional) to connect Air Handler Relay Board to VFD.

Condenser and Air Handler Pairings

Table 4. Condenser and air handler pairing instructions (continued) (See document SS-SVN016A-EN)

Condenser (model # digit)	Air Handler		Wiring Reference	Instructions
	Type	Supply Fan Type (model # digit)		
Odyssey Symbio (Digit 15 = S)	Odyssey Symbio	Constant Volume (Digit 15 = 1)	"Pairing A," p. 18	Install a shielded, twisted pair cable if the Air Handler has Electric Heat and/or requires Single Zone VAV operation (Trane IMC communication)
		2-Speed Airflow (Digit 15 = C)	"Pairing H," p. 20	Pairing G, H, and 2 will not have heat in defrost. Pairing G, H, and 2; electric heat will not operate if zone sensor installed, only with a thermostat Install a shielded, twisted pair cable if the Air Handler has Electric Heat and/or requires Single Zone VAV operation (Trane IMC communication)
		Single Zone VAV (Digit 15 = D)	"Pairing B," p. 18	Install a shielded, twisted pair cable if the Air Handler has Electric Heat and/or requires Single Zone VAV operation (Trane IMC communication) Install a shielded, twisted pair cable for Symbio Condenser control of the Air Handler supply fan VFD (Modbus communication)
	Odyssey Electromechanical	Constant Volume (Digit 15 = 0) 2-Speed Airflow (Digit 15 = A)	"Pairing 1 or 2," p. 22	Pairing G, H, and 2 will not have heat in defrost. Pairing G, H, and 2; electric heat will not operate if zone sensor installed, only with a thermostat.
	Odyssey RelitaTel	Variable Speed, Single Zone VAV (Digit 15 = B)	"Pairing G (preferred)," p. 24	Pairing G, H, and 2 will not have heat in defrost. Pairing G, H, and 2; electric heat will not operate if zone sensor installed, only with a thermostat. Install a shielded, twisted pair cable for Symbio Condenser control of the Air Handler supply fan VFD (Modbus communication)
			"Pairing G (optional)," p. 27	Pairing G, H, and 2; electric heat will not operate if zone sensor installed, only with a thermostat. Pairing F, D or G require wire harness kit WIR010190 (required) and WIR010185 (optional) to connect Air Handler Relay Board to VFD. This pairing requires the replacement of the RTOM module with a Symbio Relay Board (MOD03105) and that the VFD wires 81B, 82B, 93B, 94B and 94D be replaced with wire harness kit WIR010190 (required) and WIR010185 (optional). The Air Handler will operate as a 2-speed fan.
	Generic Air Handler	Constant Volume	"Pairing Y," p. 29	
Two Symbio Condensers (2 condensers to 1 air handler)	Odyssey Electromechanical		"Pairing Z," p. 30	

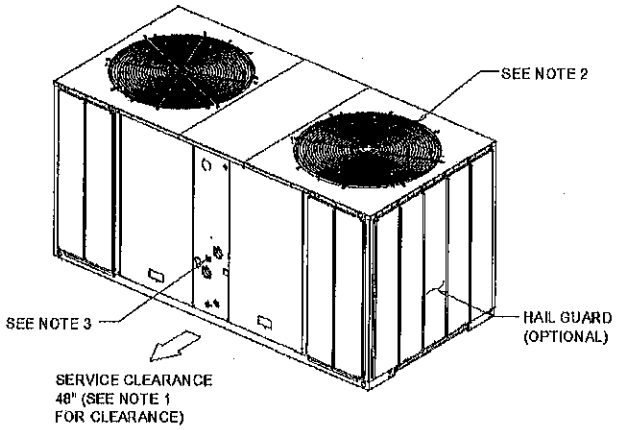
Condenser and Air Handler Pair Wiring Information

Table 3. Model number descriptions

Symbio Air Handler
Digit 15 — Controls
C = 2–speed
D = Single Zone VAV (not for use with 24V thermostat)

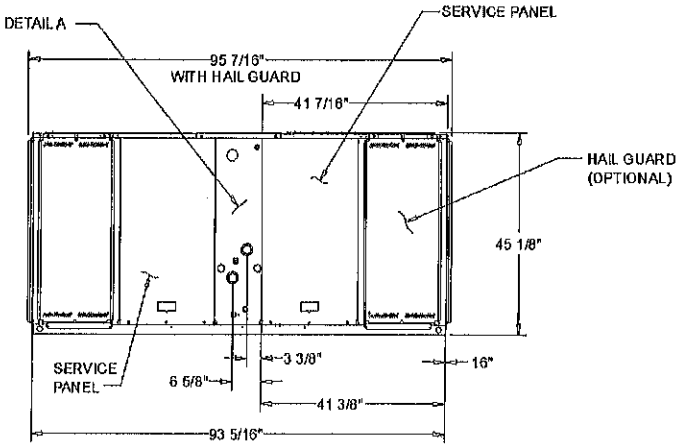
Table 4. Condenser and air handler pairing details — simplified wiring

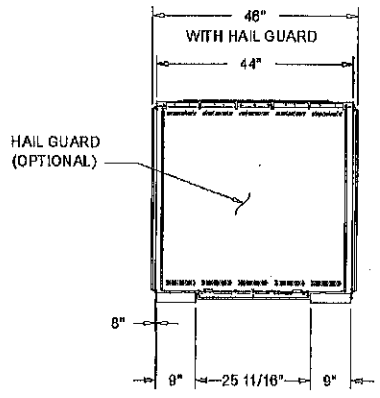
Condenser (model # digit)	Air Handler		Wiring Reference	Description
	Type	Supply Fan Type (model # digit)		
Odyssey Symbio (Digit 15 = S)	Odyssey Symbio	2-Speed Fan (Digit 15 = C)	Figure 1, p. 8	The VFD harness and programming is factory installed in this scenario. *Important: Additional Symbio 700 setup is necessary for the simplified wiring.* Control is provided by the thermostat, not the Symbio 700. Symbio 700 controls the cooling stages and heat pump reversing valve, when applicable. Electric heat will not operate in heat pump defrost mode.
		Single Zone VAV (Digit 15 = D) Convert for use with 24V thermostat		If the AHU was ordered as SZVAV, the unit MUST be converted for 2-speed operation to leverage the simplified thermostat wiring. Single Zone VAV operation requires the full featured wiring methods described later in this guide. Install the necessary harness to the VFD and reprogram the VFD accordingly. *Important: Additional Symbio 700 setup is necessary for the simplified wiring.* Control is provided by the thermostat, not the Symbio 700. Symbio 700 controls the cooling stages and heat pump reversing valve, when applicable. Electric heat will not operate in heat pump defrost mode.

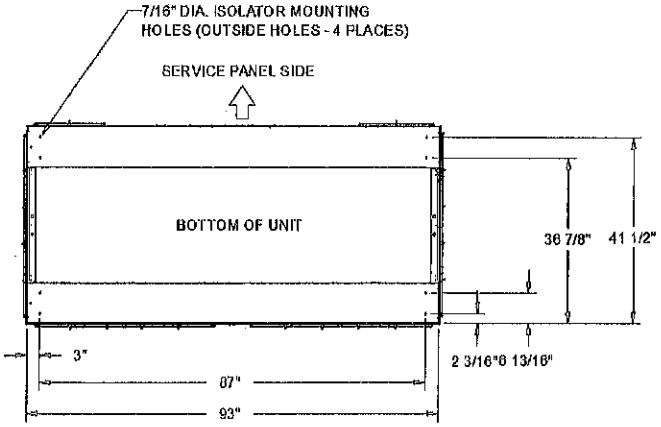


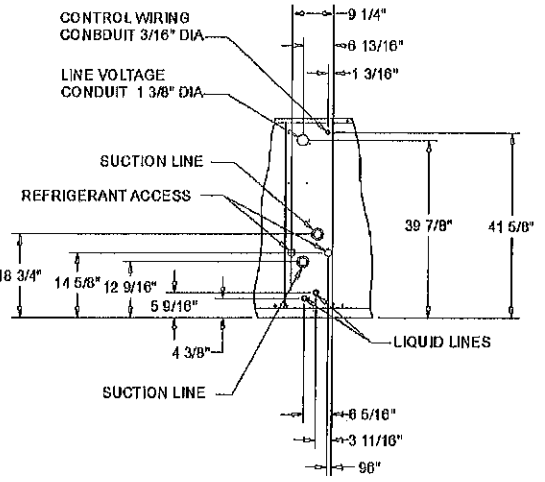
NOTES:
1. MINIMUM CLEARANCE FOR PROPER OPERATION IS 36" FROM WALLS, SHRUBBERY, PRIVACY FENCES ETC. MINIMUM CLEARANCE BETWEEN ADJACENT UNITS IS 72". RECOMMENDED SERVICE CLEARANCE 48"
2. TOP DISCHARGE AREA SHOULD BE UNRESTRICTED FOR 100" MINIMUM. UNIT SHOULD BE PLACED SO ROOF RUN-OFF WATER DOES NOT POUR DIRECTLY ON UNIT
3. OUTDOOR AIR TEMPERATURE SENSOR OPENING (DO NOT BLOCK OPENING)

REFRIGERANT
1. SUCTION CONNECTION (1 3/8" OD) AND LIQUID CONNECTION (1/2" OD)







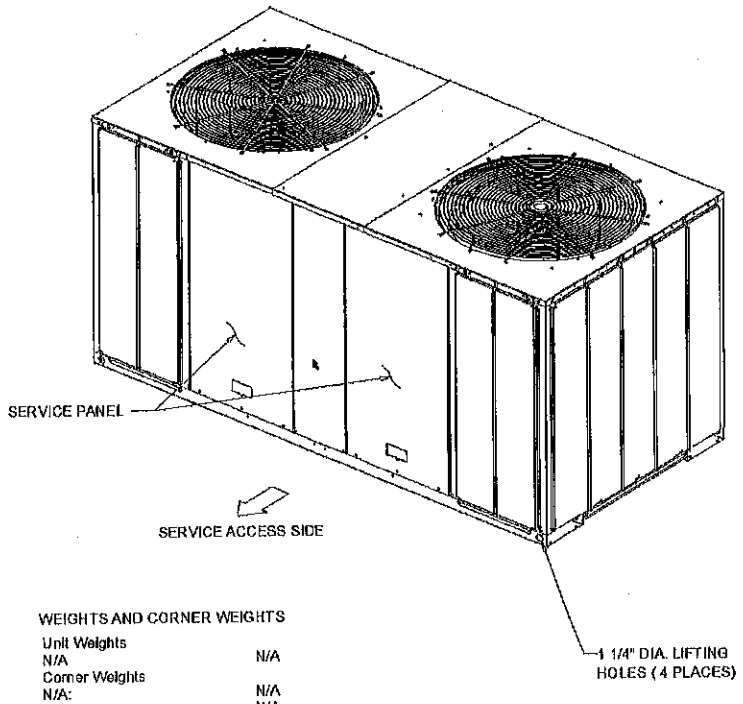


FRONT DETAIL A

DIMENSIONAL DETAIL

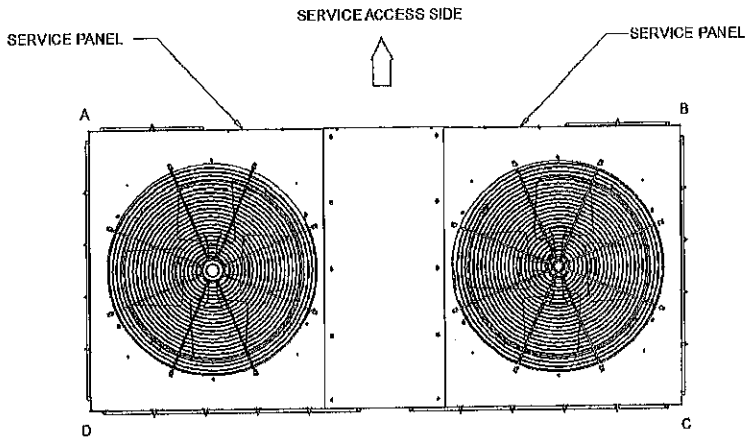
15 - 20 TON COOLING CONDENSER (DUAL COMPRESSOR)

DIMENSIONAL DRAWING



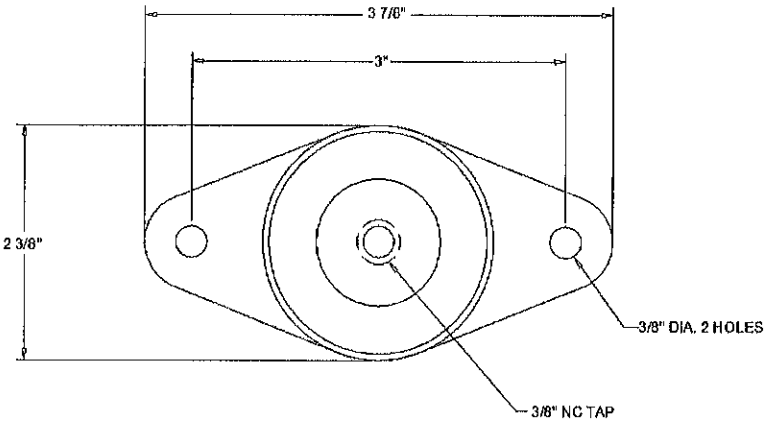
WEIGHTS AND CORNER WEIGHTS

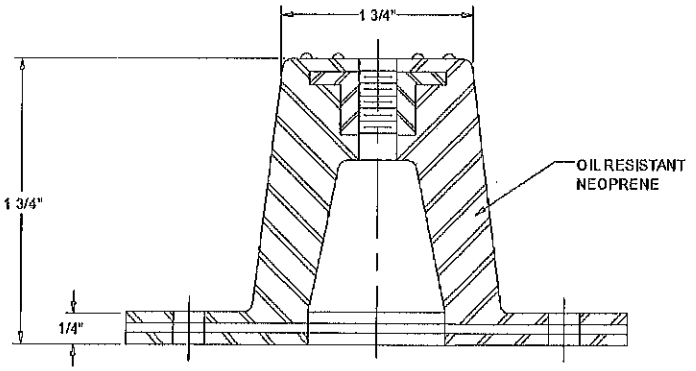
Unit Weights	
N/A	N/A
Corner Weights	
N/A:	N/A
N/A:	N/A
N/A:	N/A
N/A:	N/A



WEIGHTS AND LOAD POINT LOCATION FOR CONDENSER

WEIGHT AND RIGGING





NOTE S
1. VERIFY WEIGHT, TYPE, AND ALL DIMENSIONS WITH INSTALLER DOCUMENTS BEFORE INSTALLATION.
2. VERIFY NUMBER OF ISOLATORS AND LOCATION BEFORE INSTALLATION.

RUBBER FLOOR ISOLATOR

ACCESSORIES DRAWING

General - *(TTA)*
- Weatherproofed steel mounting/lifting rails
- Hermetic scroll compressors
- Microchannel condenser coils
- Fans and motors
- Standard operating range 50.0 F-125.0 F (min. 0.0 F with low ambient accessory)
- Nitrogen holding charge
- Certified and rated in accordance with AHRI and DOE standards
- Certified to UL 1995
- Capacities and efficiencies for split systems are rated within the scope of the Air-Conditioning, Heating, & Refrigeration Institute (AHRI)
certification program and display the AHRI Standard 340-360 (I-P) mark. This standard applies to units between 65,000 and 250,000 btu/hr.
- Capacities and efficiencies for split system cooling condensers are rated within the scope of the Air-Conditioning, Heating, & Refrigeration
Institute (AHRI) certification program and display the AHRI Standard 365 (I-P) mark. This standard applies to cooling units between
135,000 and 250,000 btu/hr.

Casing - *TTA*
- Zinc coated, heavy gauge, galvanized steel
- Weather resistant baked enamel finish
- Meets ASTM B117, 672-hour salt spray test
- Removable single side maintenance access panels
- Lifting handles in maintenance access panels
- Unit base provisions for forklift and/or crane lifting

Refrigeration System - Dual Compressor (TTA0724*D, TTA0904*D, TTA1204*D, TTA1504*D, TTA1804*D, TTA2404*D)
- Two (2) separate and independent refrigerant circuits
- Each refrigeration circuit equipped with integral subcooling circuit
- Front or rear refrigerant line connections (TTA180**D/240**D)
- Two (2) direct drive hermetic scroll compressor
- Suction gas-cooled motors w/ ± 10% voltage utilization range of unit nameplate voltage
- Crankcase Heaters
- Internal temperature and current sensitive motor overloads
- Factory installed liquid line filter driers
- Phase loss/reverse rotation monitor
- No compressor suction and/or discharge valves (reduced vibration/sound)
- External high pressure cutout devices
- External low pressure cutout devices
- Evaporator defrost control
- Loss of charge protection (discharge temperature limits)

Condenser Coil (Microchannel) - *(TTA)*
- Microchannel coils burst tested by the manufacturer
- Coils shall be leak tested to ensure the pressure integrity
- Factory pressure and leak tested to 660 psig

Condenser Fan - *(TTA)*
- 26" or 28" propeller fan(s)
- Direct drive
- Statically and dynamically balanced

Controls - *(TTA)*
- Centralized microprocessor
- Indoor and outdoor temperature sensors drive algorithms, making decisions for all heating, cooling, and ventilation
- Integrated anti-short cycle timer
- Integrated time delay between compressors
- Completely internally wired
- Colored and keyed connectors and colored wires
- Contactor pressure lugs or terminal block
- Unit external mounting location for disconnect device
- Single point power entry
- Front or rear electrical connections (TTA 1804*C/D, 2404*C/D, 3004*C only)

Note:
The 2-speed or SZVAV units should not be used with any single-speed, single-compressor condensing unit. The result of this selection will cause the SZVAV AHU to act as a CONSTANT VOLUME.

Condenser Motor(s) - *(TTA)*
- Permanently lubricated totally enclosed or open construction
- Built-in current and thermal overloads
- Ball or sleeve bearing type

Factory installed perforated steel hail guards
- Condenser coil protection from hail, vandals, etc.
- Perforated, painted galvanized steel

Phase Monitor/Reversal Protection
Phase monitor shall provide 100% protection for motors and compressors against problems caused by phase loss, phase imbalance, and phase reversal. Phase monitors are equipped with an LED that provides an ON or FAULT indicator. Quick-Access Panels

- Remove a few screws for access to the standardized internal components and wiring.

Service Valves
- Liquid line service valve (with gauge port)
- Suction line service valve (with gauge port)

Vibration Isolators
- Neoprene-in-shear or spring flex choice
- Reduce vibration transmission to building structures, equipment, and adjacent spaces
- Reduce noise transmission to building structures, equipment, and adjacent spaces

80-85 Decibels

Mechanical Technologies, Inc.
Wisconsin Contractor# 4339
701 Morley Road
Green Bay, WI 54303
Phone: 920.491.5860
Fax: 920.491.5862

PROPOSAL# 26-2722

Date:	April 13, 2026	Customer:	Oconto County	Contact:	Scott Krueger
Contact Phone:	920-834-6809	Contact Email:	Scott.krueger@co.oconto.wi.us		
Project Name:	Courthouse Air Conditioning Re-location Project	Address:	301 Washington St. Oconto WI 54153		

Mechanical Technologies, Inc. is pleased to provide the following proposal for your consideration.

Included in our proposal:

- Pump down and recover refrigerant in existing system
- Disconnect refrigerant lines from unit, cap and abandoned in place
- Crane existing unit off roof and dispose
- Disconnect refrigerant lines from coil in AHU
- Remove existing coil and dispose
- Cut out existing asphalt approximately 5' x 10' and remove from site
- Form concrete pad 3" above existing asphalt for new condensing unit
- Provide and install (5) 6" x 36" bollards imbedded below the frostline to protect new unit
- Provide and install a 15 Ton Trane Odyssey Split System with a APR Valve (in leu of hot gas bypass) on new pad
- Provide and install new coil in AHU
- Provide and install refrigerant piping
- Pipe insulation
- One-year warranty

The total sum for above proposal: Seventy-Four Thousand, Eight Hundred and Fifty-Eight Dollars.
$74,858.00

Total to use a <u>Modulating Condenser</u> instead of a unit with APR Valve (hot gas bypass):
<u>ADD</u> $16,500

Project Notes:

- Controls not included in proposal, bid directly to owner
- Electrical not included in proposal, bid directly to owner
- 5-week lead time for Equipment
- 22-week lead time for Modulating Condensing Unit

Mechanical Technologies Inc. appreciates the opportunity to quote this project, if you have any questions, please call Chris at 920-373-5849 or email at cburg@mtiwi.com.

- ***Material costs are subject to fluctuations, which may arise from potential tariffs imposed by governments.***

All material is guaranteed to be as specified. All work to be completed in a professional manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays are beyond our control. Owner is to carry fire, tornado, and other necessary insurance. Our workers are fully covered by Worker's Compensation insurance. Taxes are not included.

Acceptance of Proposal - The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above. Any accepted bid over $5,000.00 requires a 20% down payment before the work will begin. Payment by credit card above and beyond $1,000 may incur a 3% processing fee.

Authorized Signature: ***Chris Burg***

Note: This proposal may be withdrawn by us if not accepted within **30** days.

Signature: _____

Signature: _____

Date of Acceptance: _____

Project Notes:

- Controls not included in proposal, bid directly to owner
- Electrical not included in proposal, bid directly to owner
- 5-week lead time for Equipment
- 22-week lead time for Modulating Condensing Unit

Mechanical Technologies Inc. appreciates the opportunity to quote this project, if you have any questions, please call Chris at 920-373-5849 or email at cburg@mtiwi.com.

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Acceptance of Proposal - The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above. Any accepted bid over $5,000.00 requires a 20% down payment before the work will begin. Payment by credit card above and beyond $1,000 may incur a 3% processing fee.

Authorized Signature: *Chris Burg*

Note: This proposal may be withdrawn by us if not accepted within **30** days.

Signature: _____

Signature: _____

Date of Acceptance: _____

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Wisconsin Contractor# 4339
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The total sum for above proposal: Seventy-Four Thousand, Eight Hundred and Fifty-Eight Dollars.
$74,858.00

Total to use a <u>Modulating Condenser</u> instead of a unit with APR Valve (hot gas bypass):
<u>ADD</u> $16,500

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Appointment Anderson Lake District County Representative

Effective upon County Board acceptance, I have formally appointed Ahren Telford to the Anderson Lake District County Representative for a term ending April 18, 2028, and hereby ask for confirmation.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Appointment Lake Michigan Area Land & Water Conservation Association

Effective upon County Board acceptance, I have formally appointed Dale Mohr to the Lake Michigan Area Land & Water Conservation Association for a term ending April 18, 2028, and hereby ask for confirmation.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

To: The Members of the Oconto County Board of Supervisors

RE: Appointment North Central Wisconsin Tourism Partnership Board of Directors

I have formally appointed Brenda Carey-Mielke to the North Central Wisconsin Tourism Partnership Board of Directors for a term expiring April 2028 and hereby ask for confirmation of this appointment.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Appointment White Potato Lake District County Representative

Effective upon County Board acceptance, I have formally appointed Christine Jensema to the White Potato Lake District County Representative for a term ending April 18, 2028, and hereby ask for confirmation of this appointment.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Appointment Crooked Lake Area Lakes Protection & Rehabilitation District County Representative

Effective upon County Board acceptance, I have formally appointed Brian Sipiorski to the Crooked Lake Area Lakes Protection & Rehabilitation District County Representative for a term ending April 18, 2028, and hereby ask for confirmation.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, ____ Vacant

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Appointment Recreation Committee

Effective upon County Board acceptance, I have formally appointed Brenda Carey-Mielk to the Recreation Committee to fill the vacancy of Brandon Dhuey for a term to expire 2029 and hereby ask for confirmation of this appointment.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Appointment Recreation Committee

Effective upon County Board acceptance, I have formally appointed Tracy Winkler to the Recreation Committee to fill the vacancy of Jolene Barkhaus for a term to expire December 2029 and hereby ask for confirmation of this appointment.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Re-Appointment Berry Lake Community District County Representative

Effective upon County Board acceptance, I have formally re-appointed Tracy Winkler to the Berry Lake Community District County Representative for a term ending April 18, 2028, and hereby ask for confirmation.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, ____ Vacant

APPOINTMENT

To: The Members of the Oconto County Board of Supervisors

Re: Re-Appointment – Northwood's Rail Commission

Effective upon County Board acceptance, I hereby reappoint Dennis Kroll (alternate) to the Northwood's Rail Commission for a 2-year term expiring April 2028 and hereby ask for confirmation of this re-appointment.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Re-Appointment Inland Lakes Protection & Rehabilitation District #1 County Representative

I have formally reappointed John Zeller, to the Inland Lakes Protection & Rehabilitation District #1 County Representative for a term ending April 18, 2028, and hereby ask for confirmation.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Re-Appointment Munger/Bear Lake Rehabilitation District County Representative

I have formally reappointed John Rabe to the Munger/Bear Lake Rehabilitation District County Representative for a term ending April 18, 2028, and hereby ask for confirmation.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

TO: The Members of the Oconto County Board of Supervisors

RE: RE-APPOINTMENT TOWNSEND FLOWAGE PROTECTION DISTRICT COUNTY REPRESENTATIVE

I have formally re-appointed John Zimdars to the Townsend Flowage Protection District County Representative for a term ending April 18, 2028, and hereby ask for confirmation of this re-appointment.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, _____ Vacant

APPOINTMENT

TO: The Members of the Oconto County Board of Supervisors

RE: **Oconto County Land Information Council**

In accordance with Resolution #50-2010 and State Statutes 59.72(3m), I formally appoint the following individuals:

Oconto County Register of Deeds.

Oconto County Treasurer.

One member of the Oconto County Board of Supervisors; Bart Schindel.

A representative of the Oconto County Land Information Office; David Poffinbarger.

A realtor or a member of the realtor association employed within Oconto County; Adam Adler.

A public safety or emergency communications representative employed within Oconto County; Emergency Management Director.

The County Surveyor.

Real Property Lister; Megan Oswald.

Any other members of the board of supervisors or public that the board of supervisors designates; Pat Virtues.

To the Oconto County Land Information Council for a period of time commencing on the date that the appointments will be confirmed by the Oconto County Board of Supervisors and ending on April 30, 2028. The terms of the members of the Oconto County Land Information Council who will be appointed by the County Administrator of the Oconto County Board of Supervisors and confirmed by the Oconto County Board of Supervisors shall be for a period of two years, and hereby ask for confirmation of these appointments.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: ___ Ayes, ____ Nays, ____ Absent, ___ Abstain, ____ Vacant

APPOINTMENT

To: The Honorable Chair and Members of the Oconto County Board of Supervisors

Re: Re-Appointment Lumberjack, Resource, Conservation & Development Committee

Effective upon County Board acceptance, I formally reappoint Ken Dolata and Patrick Scanlan to the Lumberjack, Resource, Conservation & Development Committee for a term ending April 18, 2028, and hereby ask for confirmation.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, ____ Vacant

APPOINTMENT

To: The Members of the Oconto County Board of Supervisors

Re: Re-Appointment(s) Zoning Board of Adjustments

I have formally reappointed David Behrend and David Christianson to the Zoning Board of Adjustments for a term ending June 2029 and hereby ask for confirmation.

Submitted this 21st day of May 2026

By: Richard Heath, County Administrator

Adopted by an electronic vote: _____ Ayes, _____ Nays, _____ Absent, _____ Abstain, ____ Vacant

Employee Update April 2026

Retirements/Resignations/Terminations

Employee	Dept.	Position	Date	Wage	Comment/Yrs.
Alex Baldwin	Sheriff	C.O.	04/17	$25.89	1 Year
Jim Plotkin	Sheriff	Detective	04/16	$38.50	6 Years

Promotions/Transfers/Re-Hired

Employee	Dept.	Position	Date	Wage	Comment
Kendra Race	Sheriff	C.O.	04/20	$27.48	Rehired

New Hires

Employee	Dept.	Position	Date	Wage	Comment
Jody Crocker	Sheriff	C.O.	04/01	$28.03	LTE Transport

Current External Recruitments

Dept.	Position	Date Apps Due	Advertised Wage	Comment
Sheriff Office	Dispatch	Ongoing	$23.17	
HWY	Operator III	Ongoing	$28.01	
Sheriff Office	C.O.	Ongoing	$25.37	
Sheriff Office	Deputy	Ongoing	$32.42	
HWY	Operator I/II	Ongoing	$25.37	Interviewing
TS	Support Tech	Until Filled	$25.37	Interviewing
DA Office	Legal Asst	05/08	$25.37	
Highway	Mechanic	05/15	$29.07	

2026-2028 Standing Committee Assignments

All committees meet monthly after the 1st Monday of the month at the dates and times listed below.

Executive 6 Standing Committee Chairs or designee(s) Clerk - Pytleski		Administration 6 members 4 County Board members, County Board Chair & Board Vice Chair Clerk - Aubry	HHS Board 9 members 6 CB members & 3 Lay members Clerk - Dey		Highway 5 members Clerk - Hasenberg	Land & Water Resources & Rezone 6 members 5 CB members 1 member as defined in 91.01(2)(a)1 Clerk - Seefeldt	Property & Technology 5 members Clerk - Goldschmidt	Public Safety 5 members Committee Chair per WI. State Statute 323.14(1)(a)(3) Clerk - Pytleski
Meets the 2nd Tuesday in March following the 1st Monday, and as necessary.		Meets 2nd Thursday @ 9AM	Meets 1st Wednesday @ 9AM		Meets 1st Thursday @ 9AM	Meets 1st Tuesday @ 8:30AM	Meets 2nd Wednesday @ 8:30AM	Meets 2nd Wednesday @ 10:00AM
Sleeter	Administration	Sleeter-C	Bitters – C	2027	Christianson – C	Beyer - C	Gooding - C	Kroll-C
Kroll	Public Safety	Kroll-VC	Winkler – VC	2027	Behrend – VC	Cole – VC	Kobylarczyk - VC	Parmentier - VC
Bitters	HHS Board	Heise	Holman	2028	Lavarda	Scanlan	Wittkopf	Ondik
Christianson	Highway	Matravers	Schindel	2028	Wolf	Kaczrowski	Carey-Mielke	Schreiber
Beyer	Land & Water Resources	Bartels	Brennen	2029	Hugo	Mohr	Vacant	Porior
Gooding	Property & Technology	Meier	Wood	2029		91.01(2)(a)1 member: vacant		
			Lay Members: Julie Graef – 2027 Karl Ballestad – 2028 Kathy Gohr – 2029			Rezone Alternates: 1st Kroll 2nd Parmentier		

District 1	**Vacant**	**District 14**	**Al Schreiber***	**District 27**	**Alan Sleeter**
District 2	**Dale Mohr**	**District 15**	**John Matravers***	**District 28**	**Carol Heise**
District 3	**Bill Hugo**	**District 16**	**Tom Bitters**	**District 29**	**Brenda Carey-Mielke**
District 4	**Wesley Kobylarczyk**	**District 17**	**Joel Lavarda***	**District 30**	**Don Bartels, Jr.**
District 5	**Guy Gooding**	**District 18**	**Stephanie Holman***	**District 31**	**David Christianson**
District 6	**Dennis Kroll**	**District 19**	**Bart Schindel***		
District 7	**Wayne Kaczrowski**	**District 20**	**Richard Wood**		
District 8	**David Behrend**	**District 21**	**Char Meier**		
District 9	**Joe Porior**	**District 22**	**David Parmentier**		
District 10	**Tim Cole**	**District 23**	**Robert Wolf**		
District 11	**Pat Scanlan**	**District 24**	**Tracy Ondik***		
District 12	**Patrick Brennen***	**District 25**	**Tracy A. Winkler**		
District 13	**John Wittkopf***	**District 26**	**Mike Beyer**		

Lives in a city or village*
Committee Chairs & Vice Chairs
County Board Chair: Alan Sleeter
County Board Vice Chair: Dennis Kroll

Assignments made by County Board Chair and confirmed by County Board 04/21/2026. ***Rev.04/21/2026***

Annual Department/Office Reports

Departments/offices with (*) will present the report.

Administration Committee

- County Administrator*
- Corporation Counsel
- County Clerk
- Finance
- Human Resources
- Treasurer
- Veterans Service

Health & Human Services Board

- Health & Human Services*

Highway Committee

- Highway*

Land & Water Resources Committee

- Forest, Parks & Recreation
- Land & Water Conservation
- Land Information Systems
- Planning & Zoning/Solid Waste
- Register of Deeds
- UW-Extension

Property & Technology Committee

- Maintenance
- Technology Services

Public Safety Committee

- Child Support
- Clerk of Circuit Court
- District Attorney
- Emergency Management
- Medical Examiner (Report to be presented at a later date)
- Sheriff*

2025 ANNUAL REPORT

Oconto County Child Support Agency



Department Overview

MISSION STATEMENT

It is the mission of the Oconto County Child Support Agency to offer effective, high-quality services that will strengthen the lives of children. We do this through the establishment of legal paternity, child support & medical support orders, and enforcement of those orders. It is our goal to provide excellent customer service in a timely and respectful manner, and we strive to provide quality child support services in accordance with all state and federal laws, rules, and regulations.

CHILD SUPPORT PROGRAM DESCRIPTION /AUTHORITY FOR CREATION

Authority for the creation of the Wisconsin Child Support Program began in 1975 under Title **IV**, part **D** of the Social Security Act and, for this reason, child support is frequently referred to as the "IVD" program. Shortly thereafter, in 1977, the Oconto County Child Support Agency (CSA) was created. Via contract with the Department of Children and Families, and specifically the Bureau of Child Support, the CSA provides a myriad of services to ensure adequate financial and medical support for families with a reduced reliance on public assistance to meet basic needs. To achieve this goal, administrative as well as judicial actions are effectuated to establish and enforce financial and health insurance orders.

The Child Support Program has key responsibilities:

- Establish paternity on behalf of children whose parents are not married to each other at the time of the child's birth
- Establish court orders obligating parents to pay child support and provide health care coverage for their children
- Locate absent parents and income/assets necessary to establish, enforce and collect child support as well as health insurance obligations
- Take administrative and judicial actions necessary to enforce a support order when payers fail to meet their court ordered obligations, up to and including the loss of civil liberties

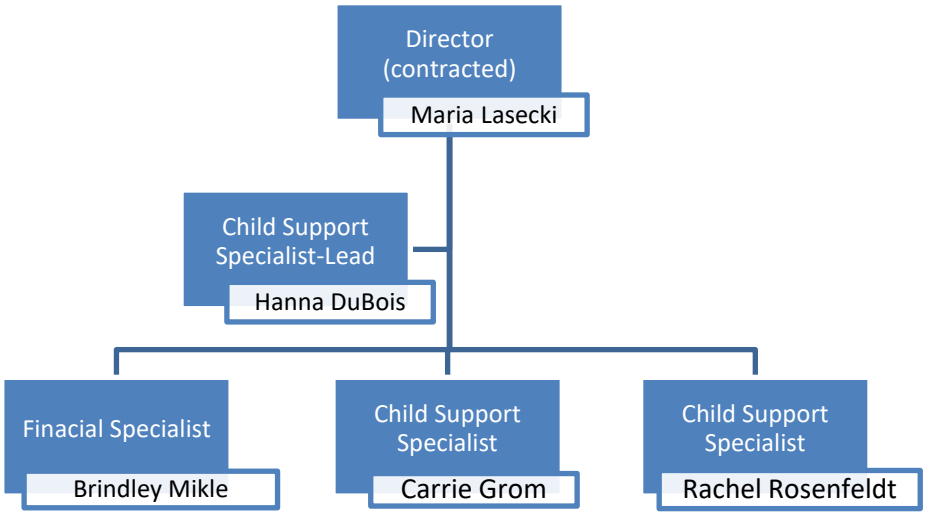
The Oconto County Child Support Agency is one of 72 county child support agencies and is considered a medium sized county based upon caseload size. Locally, services are provided to approximately 1,500 IVD cases. This does not include non-IVD (NIVD) cases; those that do not have an application/referral on file, are not eligible to receive services, or have closed. Such cases are still required to be maintained in our statewide computer system known as KIDS (Kids Information Data System).

REPORTING STRUCTURE

The Child Support Agency is a 'stand-alone' department which reports to the Public Safety Committee in Oconto County.

The department consists of 4 FTE Oconto County employees: one Child Support Specialist-Lead, two Child Support Specialists and a Financial Specialist. This small, collaborative team is led by a shared Director, under an intergovernmental agreement with Brown County which has been in place since August 2023.

Oconto County Child Support Table of Organization



The department works closely and collaboratively with three internal agencies: the Family Court Commissioner's Office, the Clerk of Courts team, and Corporation Counsel. Services from these agencies are time-studied for state billing purposes under formal cooperative agreements. Execution of those mutual agreements is a federal requirement necessary to authorize charge backs to the IVD program. All cooperative agreements must be renewed, approved, and filed with the Bureau of Regional Operations every two years.

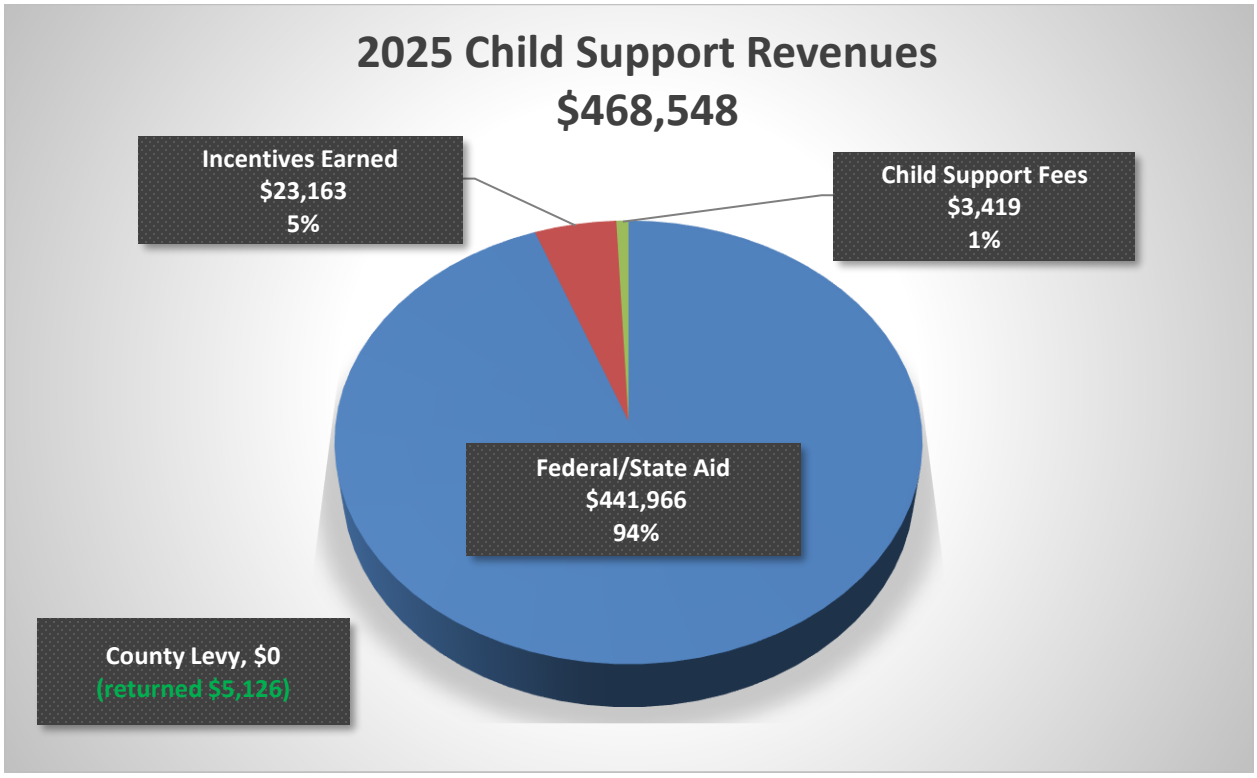
FINANCIAL OVERVIEW

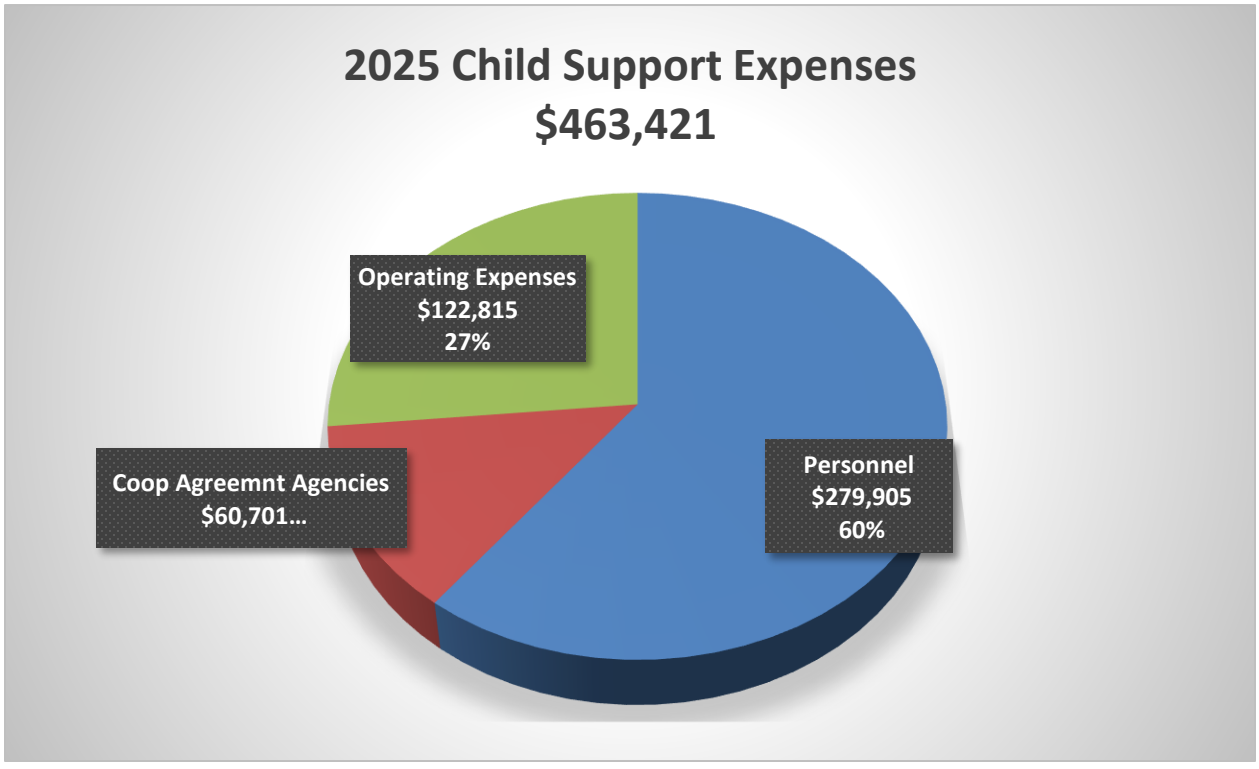
The Child Support program, on whole, is funded through a combination of federal, state, and local dollars although the principal funding source is through federal administrative cost reimbursement. The federal reimbursement rate for administrative costs is 66% and the amount which can be "pulled down" and reimbursed is ***unlimited***. The only caveat to this lies in the county's willingness to contribute the necessary ratio; for every dollar the county invests in the Child Support program, we receive another $2 in federal and state funds. In addition, the agency also receives revenue as performance incentives based upon specific incentivized measures as well as caseload size. Subsequently, the agency relies on a very small amount of local levy dollars to fund its operational costs annually. When considering the amount of money collected, child support is a very **cost-effective** program for the investment. Federal data from 2024 demonstrates the following cost-benefit ratio:



FUNDING

The following charts represent unaudited revenue and expenses for the Oconto County CSA for 2025:





ACCOMPLISHMENTS

Performance

Child Support agencies operate within the Federal Fiscal Year (FFY), from October 1-September 30, versus a calendar year. Performance during this period remained strong despite vacancies in key positions (50% of staff!). Despite this, the agency exceeded state averages in all four performance categories by significant margins, demonstrating continued effectiveness and resilience. This level of performance is particularly important, as outcomes directly influence state funding allocations.

Oconto County Child Support Performance Comparisons

Federal Performance Measures	Oconto FFY 9/30/23	Oconto FFY 9/30/24	Oconto FFY 9/30/25	Agency Target	2025 State Average	Oconto County vs. State
Paternity Establish	97.72%	103.94%	106.70%	90% or greater	98.12%	**8.58%**
Court Order Rate	91.72%	90.56%	90.25%	80% or greater	83.73%	**6.52%**
Current Support	78.41%	77.93%	78.55%	80% or greater	74.51%	**4.04%**
Arrears Collection	72.79%	74.73%	75.31%	80% or greater	68.14%	**7.17%**

	Oconto County 09/30/24	Oconto County 9/30/25	Difference 2024 vs 2025	State variance	% of change
Caseload size	1,515	1,514	-1	-986	**>1%**

Confidential Interview Room Construction

A confidential interview room, recommended during our last state triennial audit, has been completed in 2025. This addition provides a safe, private, and convenient space for conducting sensitive office visits immediately off the lobby area. The project was made possible through the support of county administration and the county board-something for which the department is grateful. Given the highly confidential nature of child support work, this improvement significantly enhances our ability to serve participants with privacy and professionalism. Previously, there was no secure or appropriate space available for collaborative meetings to occur between staff and participants, creating coverage and even personal safety considerations.

Oconto County Child Support Statistics FFY 2024-25

Collections & Disbursements

$2,501,600 was collected as **current support**, of **$3,207,835** due
$592,702 was collected as **arrears payment**, of **$7,561,135** due

Children Served

1,536 children were in open cases
997 children in open IV-D cases were born out of wedlock
1,478 children in open IV-D cases have had paternity resolved

Children yet to be Served (carried into FFY 25)

Paternity needs to be established or acknowledged for **58** children
Orders required to be established for **59** cases

CHALLENGE

Vacancies

The biggest challenge in 2025 was maintaining the operation despite two key vacancies in a small team of 4 front line staff. Meeting federal timelines, achieving previous performance measures, and continuing to provide exceptional customer service are challenging responsibilities, even when fully staffed. We ended the year with all positions filled although given the complexity of child support systems and program requirements, staff navigate a prolonged learning curve. It can take up to two years to achieve proficiency and confidence in dealing with some of the emotionally charged circumstances that arise.

ON THE HORIZON

Manuals & Policy

In the coming year, we will focus on developing comprehensive manuals and updating departmental policies to ensure consistency, efficiency, and alignment with best practices. These efforts will enhance staff training, improve service delivery, and strengthen compliance across the organization.

Conversion to Laserfiche Record Retention

The county has adopted Laserfiche as its virtual system for record retention. In collaboration with our Laserfiche representative and IT, we have developed an initial file structure however, vacancies and workload temporarily stalled progress on the project. We plan to resume work in mid-2026 and begin scanning physical records, with the goal of transitioning entirely to digital files by 2027.

SUMMARY

In summary, the Oconto County CSA is resilient, collaborative, customer service-focused and positioned to achieve many milestones over the upcoming year. While there is a great deal to accomplish in 2026, there is no doubt that we'll do so, perhaps surpassing even our own expectations. The department is grateful for the support received from the county board and administration which translates directly into the agency's positive outlook and overall success.

2025 OCONTO COUNTY CIRCUIT COURT ANNUAL REPORT SUMMARY

The Oconto County Clerk of Court is an elected public official, whose constitutional duties are defined under Wisconsin State Statute §59.40. The mission of the Clerk of Court's office is to serve and assist both the Court System of Oconto County and the public in the most efficient and effective manner possible.

The purpose of the Clerk of Court's office is to maintain and manage all court records, including—but not limited to—family, civil, criminal, paternity, traffic, conservation, small claims, transcript and group judgments, tax liens, and jury management. The office operates fully within the Circuit Court Automation Project (CCAP), ensuring automated and accurate recordkeeping.

Additionally, the Clerk of Court's office disburses all funds generated from fines, costs, and filing fees, and responds to inquiries both by phone and in person. Staff regularly coordinate with the District Attorney's Office, Circuit Judges, Family Court Commissioner, Probation, Probate, Sheriff's Department, Child Support, Human Services, and other county, state, and federal agencies to support court operations and the administration of justice.

ACCOMPLISHMENTS - The Deputy Clerk continued diligent efforts in collections through the State Debt Collection (SDC) Program. In 2025, a total of $200,032 was collected, bringing the cumulative amount collected since the program's inception to $938,527.

In addition, $103,329 in restitution was collected through various methods in 2025 and successfully disbursed to victims.

The Consolidated Court Automation Programs (CCAP) continued to implement phased enhancements to the Financial Application throughout the year, improving functionality and financial processing capabilities.

Bids were received and approved for a comprehensive technology upgrade in all three courtrooms. The project, awarded to CTI, is scheduled to begin in 2026 and will enhance courtroom efficiency and technological capacity.

Staff also remained actively engaged in statewide and interdepartmental initiatives. The Small Claims Clerk served on a Court Operations committee focused on restraining order procedures. Additionally, the Deputy Clerk participated in a Court Operations committee to update the General Model Record Keeping policies, contributing to improved consistency and compliance across counties.

JURY - In 2025, the court conducted three jury trials totaling six trial days. Jury-related expenses were $10,956, a significant decrease compared to $28,475 in 2024.

A total of 2,122 juror questionnaires were mailed to potential jurors. From these, 1,487 individuals were qualified to serve, and 1,065 jury summonses were issued.

To ensure timely juror participation, summonses are typically mailed three weeks prior to the first day of scheduled service, accounting for slow mail delivery. Jurors are generally scheduled to be available for one month, except when called for lengthy trials.

The court also leverages reminder text messages and emails to minimize missed appearances. Current juror compensation is $20 per half day, $40 per full day, plus mileage reimbursement.

PERSONNEL - In December, the Honorable Judge Michael Judge announced his retirement. The Governor will appoint a new judge to fill the remainder of the term until the next election.

Additionally, the Traffic Clerk retired during the year. The position was filled by the Deputy Clerk I, and the resulting vacancy for the Deputy Clerk I position is scheduled to be filled in 2026.

CHALLENGES - One of the most significant challenges facing the courts is securing counsel for criminal defendants. The State Public Defender's Office is unable to provide timely representation in all cases. As a result, the court must appoint private counsel at taxpayer expense. Attorney fees are typically assessed to the defendant, who is ordered to pay through a monthly installment plan. Any funds held on deposit for bond—if restitution is not required—are first applied to attorney fees. Outstanding balances may be submitted to the State Debt Collection Program; however, many fees remain uncollectible.The increase in expenditures this year primarily reflects appointments for Guardian ad Litem and court-appointed counsel, which are essential to ensuring fair and thorough representation for all parties involved.

Counties bear responsibility for multiple operational costs, including salaries, jury expenses, court-appointed attorney fees, technology upgrades, Guardian ad Litem costs, and interpreter services. Only 10% of state fines and forfeitures are retained locally, creating a funding gap for essential services.

In response, the Clerk of Court Association advocated for increased state support to circuit courts. The 2025–2027 State Biennial Budget provided $10 million GPR annually to assist counties, including the addition of 43 full-time assistant district attorney positions statewide. While these measures represent a step forward, they do not fully resolve the shortage of State Public Defenders, and the challenge of providing timely counsel for defendants remains.

STATISTICS

Year	2024	2025
Case Filings	4315	3745
Revenue	$439,235	$490,626
Grants/Reimbursements	$239,243	$241,097
Total	$678,478	$731,723
Expenses	$1,197,970	$1,294,041

FUTURE GOALS

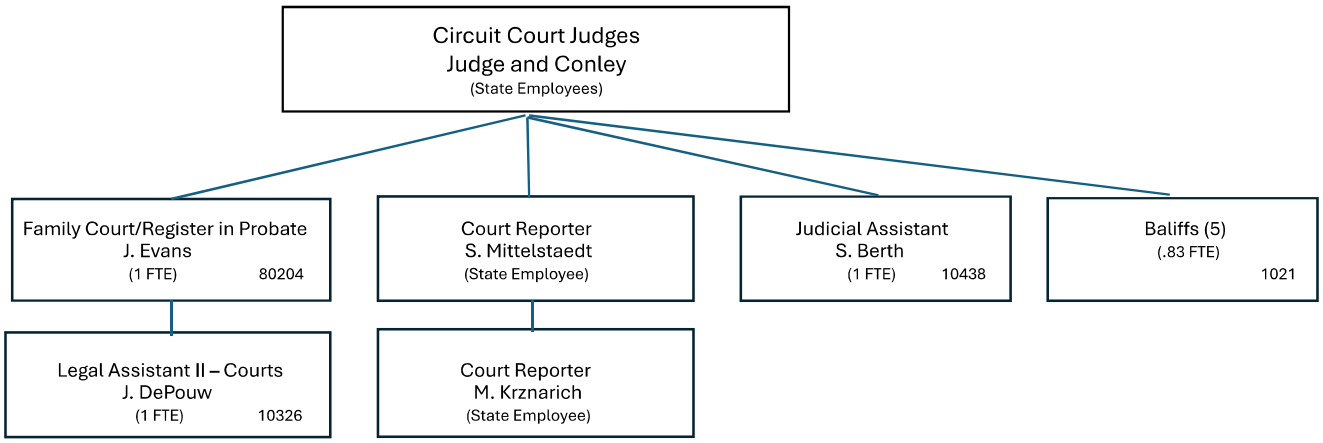
- Enhance the Clerk of Courts page on the Oconto County website to improve accessibility and user-friendly features for the public.
- Continue efforts to collect outstanding debt through the State Debt Collection Program and tax intercept processes.
- Fill the vacant Deputy Clerk I position.
- Implement new courtroom technology and provide staff training to ensure effective use.
- Continue the phased implementation of the Financial Application to improve financial management and reporting.

Respectfully submitted by the Oconto County Clerk of Court,

Trisha L LeFebre

April 30, 2026

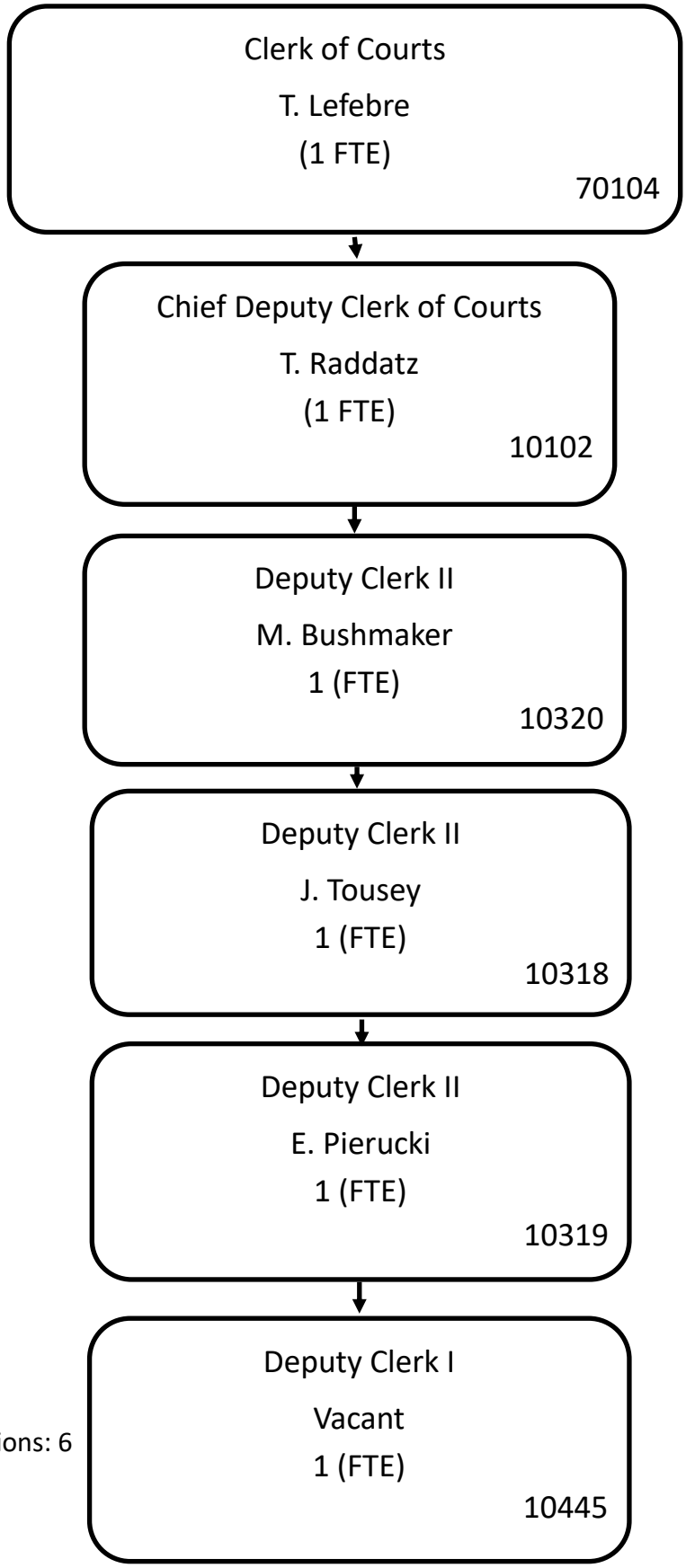
CIRCUIT COURT



Authorized County Positions: 14
County FTE: 3
Contracted Positions: 0

March 2025

Clerk of Courts



Authorized County Positions: 6
County FTE: 6
Contracted Positions: 0

April 2026

2025 State Grants/Reimbursement Monies

S/A Courts: $182,192

S/A GAL/Public Defenders: $44,927

S/A Interpreter Fees: $8,824

IV-E Legal Services GAL: $5,514

Child Support: $39,632.31

Total: $281,089.31

2025 State Debt Collection/Tax Intercept

Total Collected Wisconsin SDC: $200,032

Running Total: $938,527

Total Collected Tax Intercept: $2,069

Running Total: $1,028,632

2025 Restitution Collected

Total Restitution Collected: $103,329.59

2025 Other Collections

Monthly Interest: $5,171.76

Point & Pay Transmissions: $70,547.09

AllPaid Transmissions: $55,320

Electronic Payments: $415,685

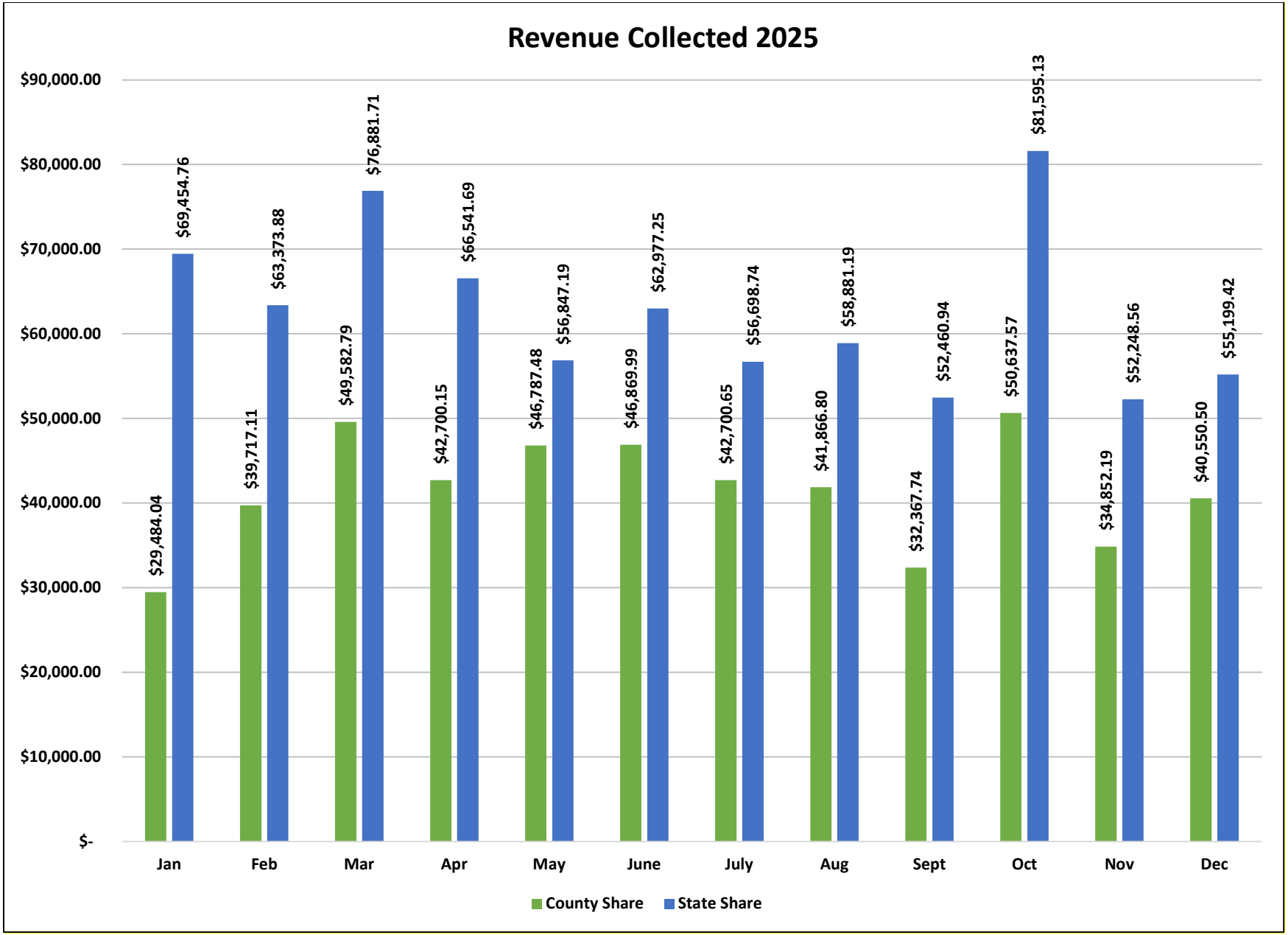
2025 Family Cases

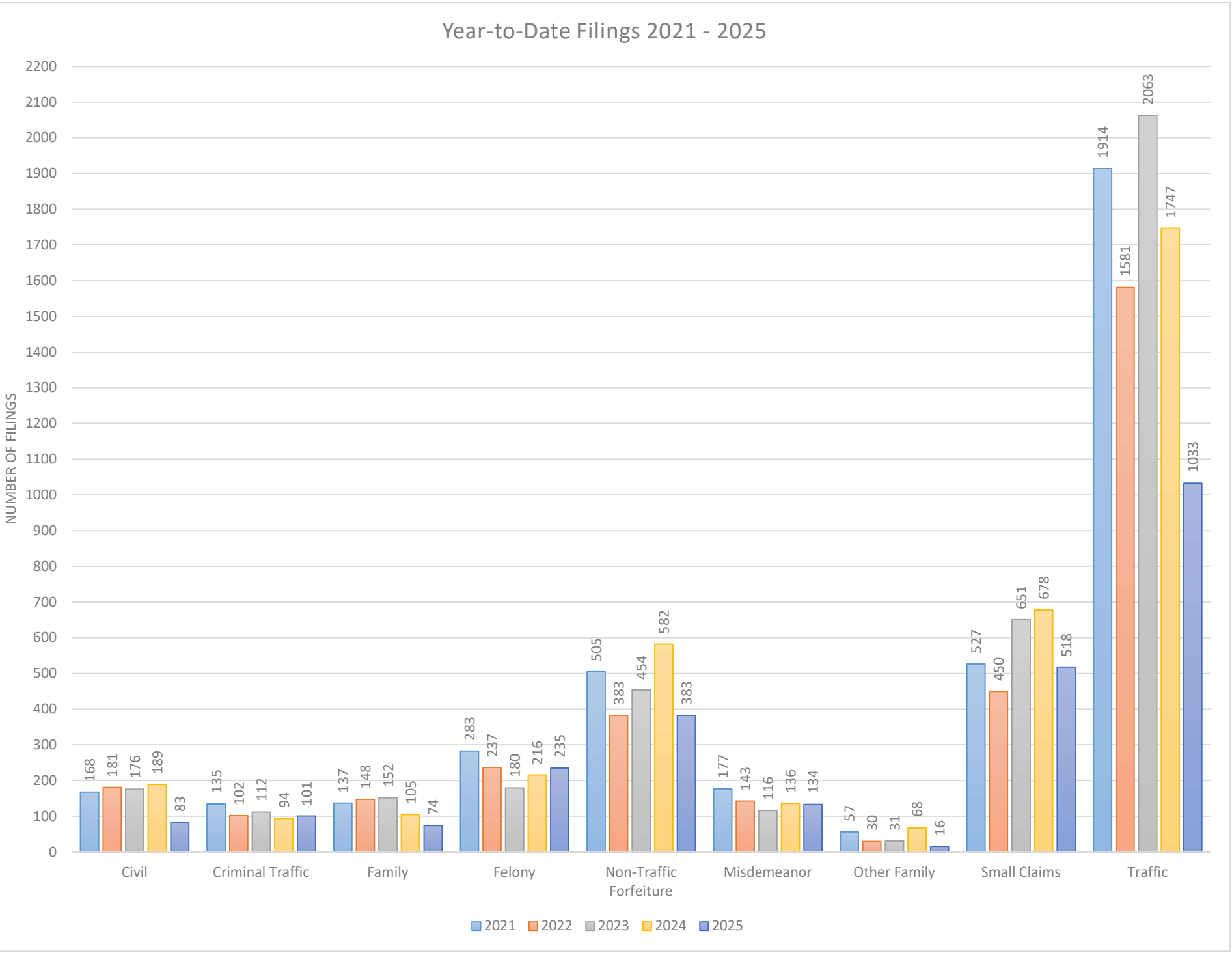
Divorce Actions Granted: 87

Divorce Actions Dismissed: 22

Legal Separations Granted: 3

Legal Separations Dismissed: 1


Revenue Collected 2025
$90,000.00
$80,000.00
$70,000.00
$60,000.00
$50,000.00
$40,000.00
$30,000.00
$20,000.00
$10,000.00
$-
$29,484.04
$69,454.76
$39,717.11
$63,373.88
$49,582.79
$76,881.71
$42,700.15
$66,541.69
$46,787.48
$56,847.19
$46,869.99
$62,977.25
$42,700.65
$56,698.74
$41,866.80
$58,881.19
$32,367.74
$52,460.94
$50,637.57
$81,595.13
$34,852.19
$52,248.56
$40,550.50
$55,199.42
Jan
Feb
Mar
Apr
May
June
July
Aug
Sept
Oct
Nov
Dec
County Share
State Share


Year-to-Date Filings 2021 - 2025
NUMBER OF FILINGS
2200
2100
2000
1900
1800
1700
1600
1500
1400
1300
1200
1100
1000
900
800
700
600
500
400
300
200
100
0
168 181 176 189 83
135 102 112 94 101
137 148 152 105 74
283 237 180 216 235
505 383 454 582 383
177 143 116 136 134
57 30 31 68 16
527 450 651 678 518
1914 1581 2063 1747 1033
Civil
Criminal Traffic
Family
Felony
Non-Traffic Forfeiture
Misdemeanor
Other Family
Small Claims
Traffic
2021
2022
2023
2024
2025







2025 ANNUAL REPORT

Executive Summary

Our Mission & Vision

To responsibly serve, support, and protect the people and places of our community. We strive for an empowered community where safety, sustainability, and well-being are enhanced by our work.

Core Services & Scope

Guided by Wis. Stats. §59.42 and our values of Accountability, Excellence, Respect, Integrity, and Teamwork, Oconto County's Office of Corporation Counsel provides comprehensive legal and advisory services to county staff and leadership. This work spans civil litigation and defense, attendance at standing committee and County Board meetings, highway and right-of-way matters, contract review and approval, and vital community protections, including child welfare, mental health commitments, and zoning enforcement. Oconto County's Office of Corporation Counsel acts as a trusted partner and advisor to the County board and committees, departments to ensure legal compliance and the protection of public interests in our community.

Departmental Overview

Mission & Vision in Action

Oconto County Office of Corporation Counsel strives to responsibly serve, support, and protect the people and places of our community. By aligning our legal and advisory services with the values of Accountability, Excellence, Respect, Integrity, and Teamwork, we approach our work with a sincere intent to contribute to an empowered community where safety, sustainability, and well-being are enhanced by our work.

Scope of Services

To achieve our vision, we provide legal and advisory services that protect both the county's interests and the community's most vulnerable members:

Community Safety & Protection:
We ensure the safety and sustainability of our local resources through active zoning and public health hazard enforcement, and welfare fraud prosecution in both Circuit Courts of Oconto County.

Family & Individual Well-being:
We serve the community's people by handling sensitive matters including child welfare, child support, adult and juvenile guardianship, and mental health emergencies and commitments.

Civil Defense:
We protect the places of our community by working with various county departments in a variety of matters and providing robust civil litigation and defense of claims against the County.

Strategic Advice:
Grounded in Integrity and Excellence, we provide essential advisory services to county departments, committees and the County Board, to ensure legal compliance and informed decision-making.



High-Level Strategic Outcomes

Our commitment to our Values drives these specific results for the upcoming period:

Defending Interests with Integrity:
Continue the rigorous prosecution and defense of county interests in civil claims, ensuring accountability in all legal proceedings.

Excellence in Prosecution:
Actively prosecute zoning violations, human health hazards, welfare fraud, child support collection and child protection matters to enhance overall community safety and well-being.

Empowered Advisory through Teamwork:
Expand advisory support to standing committees, fostering a collaborative environment that empowers leadership to make sustainable choices consistent with the County's values.

Continuous Improvement & Respect:
Monitor changing legislation and providing relevant staff with necessary knowledge. This ensures our team operates with the highest level of Excellence and Respect for the individuals navigating these complex legal questions.



Major Legal Activities and Casework: 2025 Summary

Our Mission in Practice: To responsibly serve, support, and protect the people and places of our community through legal excellence and administrative integrity.



Civil Litigation and Defense

Core Duty:
Prosecute and defend civil actions in Oconto County to protect county interests.

Value in Action (Integrity & Accountability):
Manage case intake triage, settlement negotiations, and trial representation of various civil matters in which Oconto County is/was a party.

- Obtained Judgment in Rem for the County, in numerous real estate tax foreclosure matters (2024-2025)
- Ongoing monitoring of several ongoing claims against Oconto County (in State and Federal District court) that have been assigned to outside counsel by the county's liability insurance company

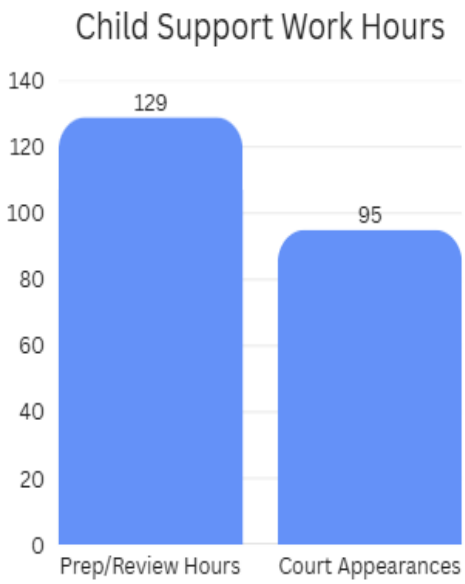
Child Welfare

Core Duty:
Prosecute CHIPS (Child in Need of Protection or Services) cases, pursuant to Wis. Stats. Sec. 48, to ensure the safety of the community's youth and support for struggling parents in these matters.

Value in Action (Respect & Excellence):
Working with one of Wisconsin's highest-rated Child Protective Services Departments to achieve permanency for vulnerable children in the community, while ensuring strict adherence to due process for all parties involved.

2025 Stats:
Filed **17 CHIPS** matters and **1 TPR** (Termination of Parental Rights); attended **230 court appearances**, always with the goal of ensuring children's safety and supporting the sustainability of vulnerable families. Child welfare cases are a source of revenue for the Corporation Counsel's office, as corporation counsel and assistant time are partially reimbursed through a federal grant.





Paternity Establishment and Child Support Enforcement

Core Duty:
Establish and enforce paternity and child support orders to provide financial stability and support for children, pursuant to Wis. Stats. Sec. 767.

Value in Action (Teamwork):
Working with a capable and knowledgeable Oconto County Child Support Agency, Oconto County Office of Corporation Counsel provides court document review, court appearances at designated hearings and continuous guidance to child support specialists to establish a sustained and empowered child support system where support and welfare of the community's children is paramount.

2025 Highlight:
Although 2025 was a transition period for the Oconto County Child Support Division, with the assistance of Oconto County Office of Corporation Counsel, we executed income withholding and contempt proceedings to ensure parental accountability in supporting their children. Child Support work is a source of revenue for the Corporation Counsel's office.

Welfare Fraud, Zoning and Human Health Hazard Enforcement

Core Duty:
Protecting the "the places of our community" consistent with long-term community planning by rigorous enforcement of the Oconto County Code of Ordinances.

Value in Action (Accountability):
Pursue property-owner compliance with Zoning Code and Human Health Hazard Ordinances, as well as individual accountability measures including restitution and/or citation in welfare fraud cases.

2025 Highlight:
Collaborated with law enforcement, public health and human services to maintain community safety and sustainability by enforcement of county ordinance standards related to human health hazards and welfare fraud.

Total Number of Zoning/Human Health Hazard court appearances: 146

Total Number of Welfare Fraud Cases: 5 court appearances

Mental Health Commitments, Adult & Juvenile Guardianships and Protective Placement Proceedings

Total Number of Mental Commitment court appearances:
30 court appearances

Total Number of Guardianships and Protective Placement court appearances:
116

Core Duty:
Secure placements for adults and children in crisis.

Value in Action (Respect):
File emergency petitions for those posing a danger to themselves or others, coordinating closely with law enforcement and providers.

Impact:
Directly enhance community well-being by securing appropriate care for individuals in their most vulnerable moments.

2025 GRAND TOTAL OF COURT APPEARANCES:

619

Notable additional activities for 2025

- Attended off-site public meetings regarding potential ATV Campground
- Attended off-site public meetings regarding Fox Solar project
- Assisted with formation of new programs for seniors post Commission on Aging closure
- Assisting in draft and review of Joint Development Agreement with Fox Solar
- Bi-weekly continuing legal education via free webinars
- Consultation with Administration and County Board Chair regarding community issues

Vision Realized:
Through these diverse legal actions, we foster a community where safety is upheld, the vulnerable are protected, and the county's future is legally and ethically secured.

Advisory, Meetings, Training, and Policy Work

Mission Alignment: Oconto County Office of Corporation Counsel provides the legal framework to responsibly serve and support our county leaders through proactive counsel and legislative excellence.



Advisory Services (Integrity & Teamwork):

Meetings Attended:
Active participation in all County Board, standing committee, and highway committee meetings to ensure collaborative decision-making.

Advice Provided:
Upholding Excellence through resolution and ordinance draft and review, contract review, and ensuring statutory compliance for all departments.

Training and Outreach (Excellence):

- **Internal Training:** Enhancing staff expertise in child welfare, and mental health to better protect the people of our community.
- **External Outreach:** Empowering department heads with guidance on legal obligations and administrative procedures to ensure uniform Accountability.

Legislative and Policy Work:
Acting as legislative counsel assisting the drafting ordinances that enhance community safety and sustainability.

Budget, Staffing, and Operations

Vision in Action: Managing resources with Accountability to ensure a foundation of well-being for the community.



Staffing (Teamwork):
Structure: A team of one attorney and one legal assistant dedicated to the county's mission, vision and values.

Budget and Resource Use (Integrity):
Sustainability Measures: Prioritization of cost-saving measures whenever possible, with case assessment and strategy focused on ensuring taxpayer resources are used responsibly.

Technology and Records:
Efficiency and Sustainability: The Oconto County Office of Corporation Counsel is virtually paperless, saving costs on paper, printing and postage.

Challenges, Recommendations, and Goals

Our Values-Based Path Forward: Addressing obstacles with Respect and Integrity contributing to empowered community.

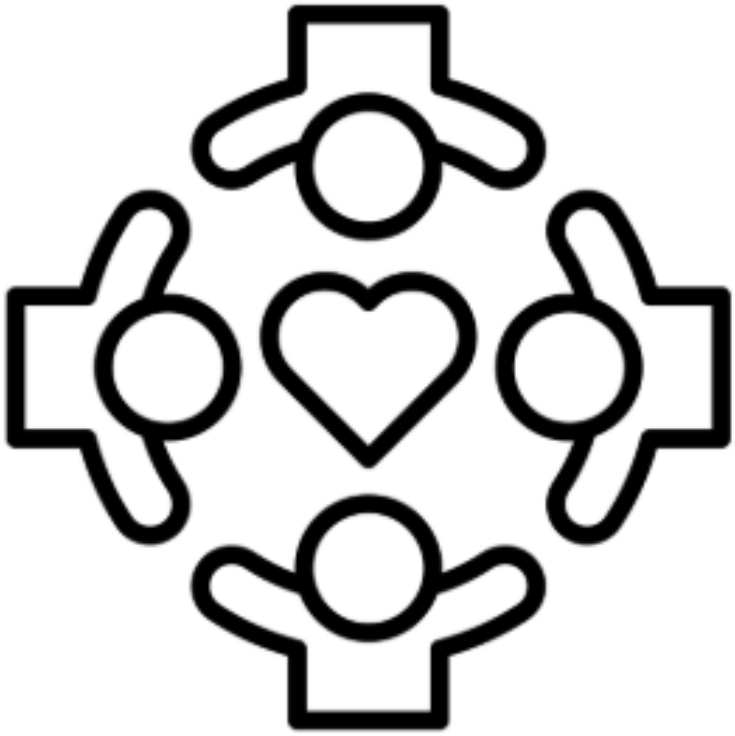
Upcoming Challenges and Goals:

- Complete 980 Placement Project
- Finalize Fox Solar Joint Development Agreement
- Conduct records confidentiality training for child protection workers
- Continue to support staff, leadership, and county board with quality legal services in line with the county's stated priorities.

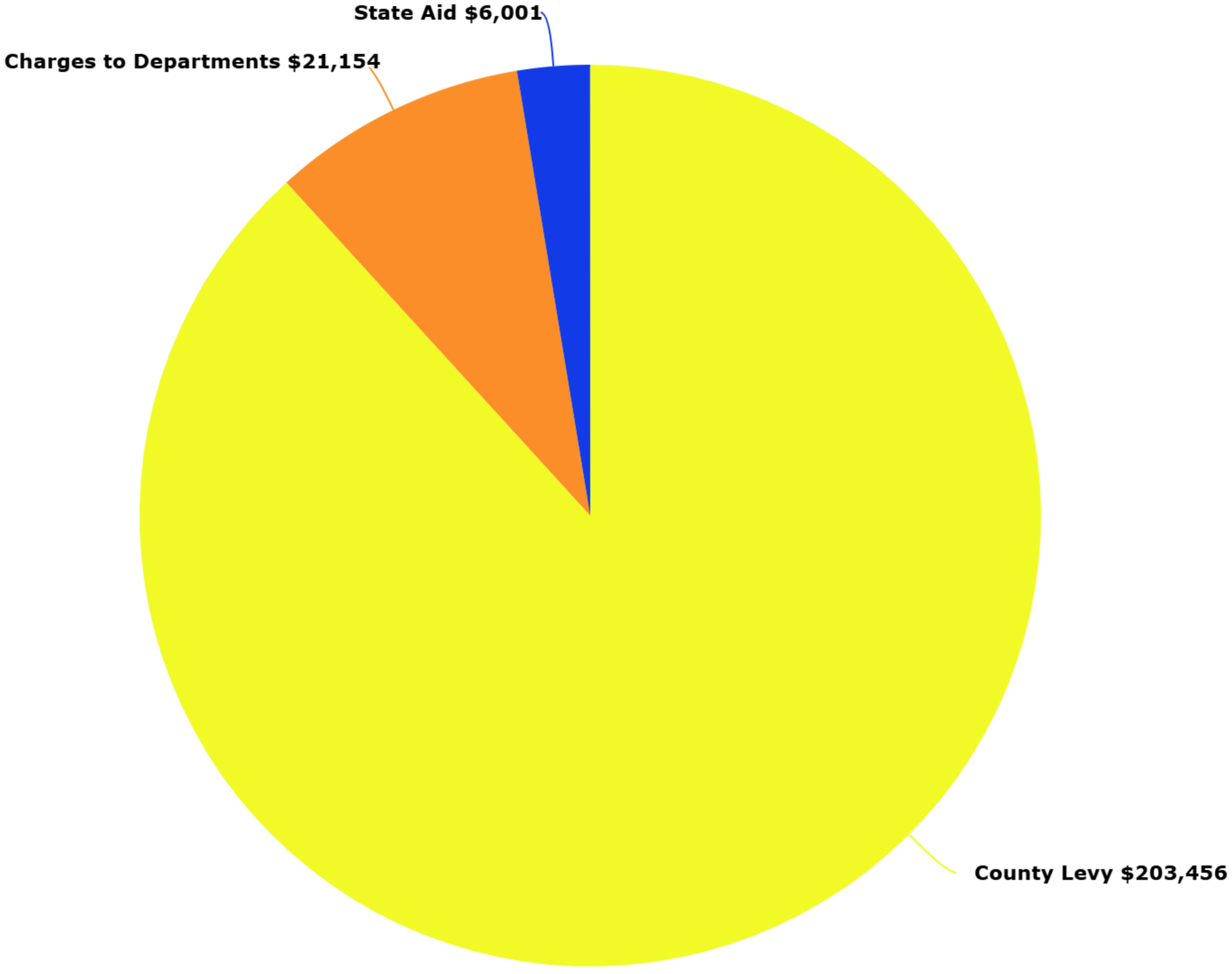


Closing Statement

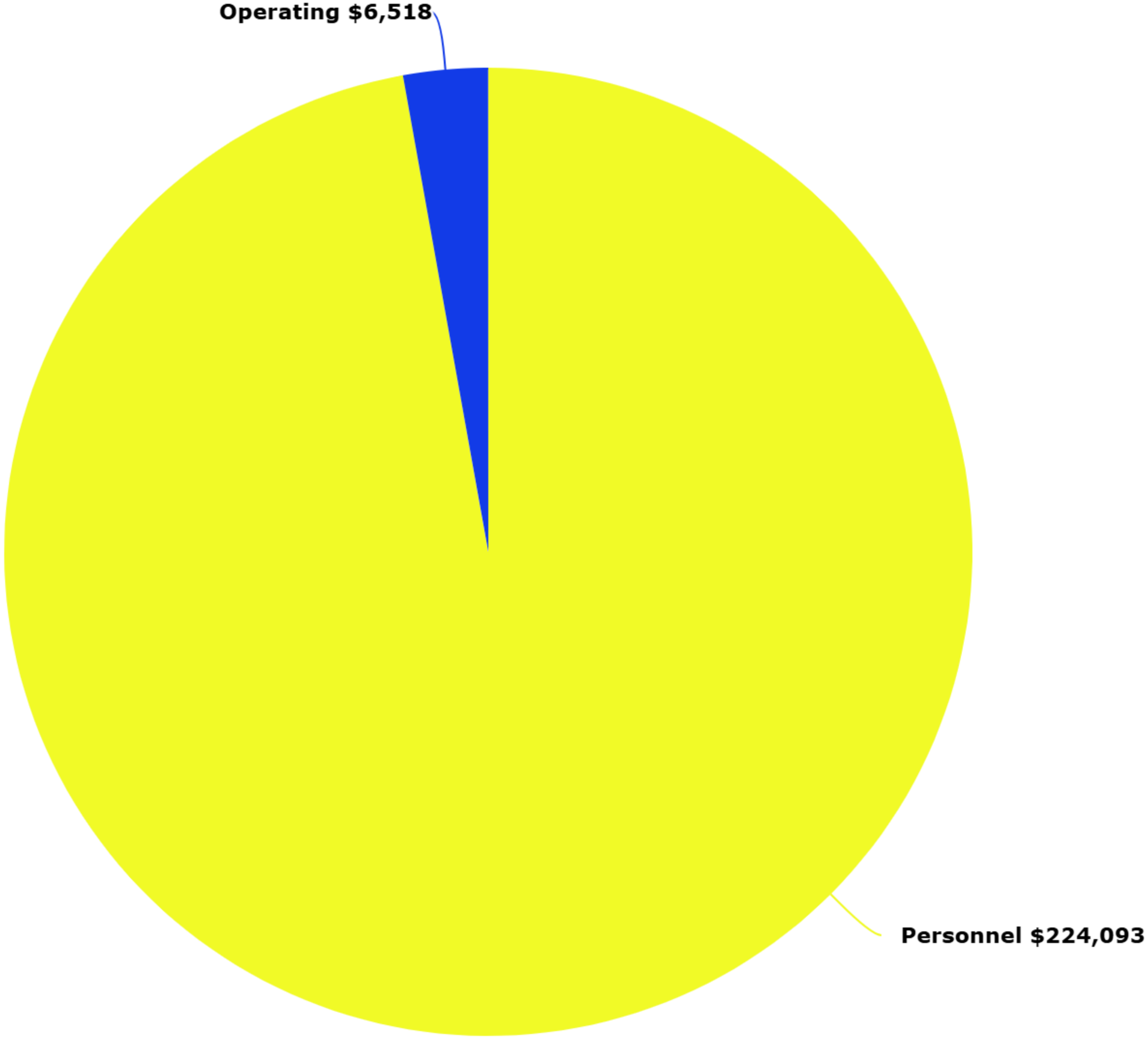
The Corporation Counsel's office remains committed to protecting county interests, ensuring statutory compliance, and advancing fair outcomes for vulnerable residents. Grounded in our values of Integrity, Accountability and Respect, these initiatives are designed to reduce backlog, improve service delivery, and strengthen legal support for county departments and the public—ultimately fostering a community where safety, sustainability, and well-being are enhanced by our work.



Corporation Counsel Revenues 2025 - $230,611



Corporation Counsel Expenditures 2025 - $230,611



Office of the County Clerk

2025 Annual Report

Department Overview

As an elected steward of Oconto County, the County Clerk's Office serves as both a keeper of institutional history and the central access point for public information. Established under Wisconsin Statute §59.23, the office fulfills a wide range of statutory responsibilities.

Our mission – *"Ensuring access to all who wish to gain knowledge and information regarding county government"* – guides our daily work. In practice, this means far more than completing required duties. The Clerk's Office is often the first point of contact for residents, staff, and elected officials seeking direction, clarification, or support.

The Office of the County Clerk:

- Administers county, state, and national elections for Oconto County.
- Maintains voter registration data for several municipalities in Oconto County.
- Clerk for the Oconto County Board of Supervisors.
- Records County Board proceedings and maintains adopted resolutions/ordinances/appointments.
- Apportions the taxes to each of the 29 municipalities in Oconto County.
- Issues marriage licenses and terminates domestic partnerships.
- Maintains dog license records.
- Administers timber cutting permits and plat book sales.
- Performs all administrative functions as prescribed in the Wisconsin State Statues.

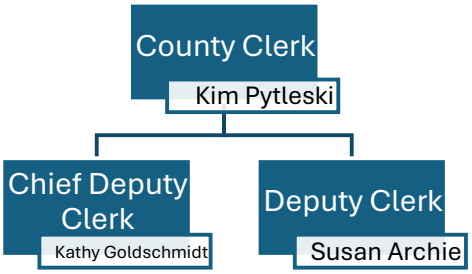
More than a transactional office, the County Clerk's Office functions as Oconto County's Information Center – balancing statutory responsibilities with a constant flow of real-time information requests. As a trusted and accessible resource for the public and internal stakeholders alike. *County Clerk = your best friend in local government*!

Organizational Structure

The County Clerk's Office operates with 2.6 full-time equivalent (FTE) staff and reports to the Administration Committee. (2025 members were Sleeter, Kroll, Heise, Matravers, Meier, and Willems)

The team includes:

- County Clerk (elected)
- Chief Deputy Clerk
- Deputy Clerk (shared with Finance Department)



This lean structure requires a high level of cross-functionality and collaboration. Staff routinely balance statutory duties with unpredictable, high-volume public and internal inquiries, ensuring consistent service delivery across all areas.

Financial Overview

Major Revenues

- Election Administration Fees
- Marriage License Fees
- Plat Book Sales

Major Expenses

- Personnel Costs
- Election Administration Costs (supplies, programming, training)
- Office Operations and Supplies
- Contracted Services and Technology Support

Financial Position

The Clerk's Office maintained a stable financial position in 2025, with revenues and expenditures generally aligning with budget expectations.

Budget Variances

Minor variances occurred due to:

- Fluctuations in election-related costs depending on turnout and ballot complexity
- Variability in service demand (licenses, permits, and public inquiries)

These variances are typical and reflect the responsive nature of the office.

2025 Accomplishments

Elections & Civic Engagement

Elections in 2025 included the Spring Primary and Spring Election, with contested races at the local, judicial, and state levels.

Despite being an "off-year," elections required significant coordination, communication, and support for 29 municipal clerks, candidates, and voters. The Clerk's Office played a central role in ensuring smooth, transparent, and accurate election administration.

Leadership & Professional Engagement

In response to increased public interest in elections and government transparency, the County Clerk served as both a local and national resource by:

- Participating in Advocacy Days in Madison.
- Delivering training sessions for municipal clerks across the region (Marinette, Oconto, Onieda, and Shawano Counties).
- Presenting at the UW-Green Bay's Municipal Clerks/Treasurer's Institute.
- Hosting and leading countywide election and open record compliance training events.
- Participating in national convenings through Johns Hopkins University (Michigan and Washington, DC).
- Participated in Wisconsin Election Commission (WEC) training of state, county, and local officials.
- Engaging in public education and media efforts to promote voter confidence.
- Collaborating with a national network of election officials to monitor trends and best practices.

These efforts strengthen not only Oconto County's operations but also its reputation as a leader in election administration and transparency.

Core Services & Operations

Elections

- April 1, 2025: 16,736 voters were issued a ballot (2729 absentee) for a voter turnout of 53%.
  - State Superintendent of Public Instruction, Justice of the Supreme Court, Court of Appeals, 89 Municipal, 16 School District and 2 Referenda contests
- February 18, 2025: 2640 voters were issued a ballot (711 absentee) for a voter turnout of 8%.
  - State Superintendent of Public Instruction and Town of Mountain Chairperson

Clerk to the County Board

The Clerk's Office ensures the integrity and accessibility of the legislative process by:

- Preparing agendas and board packets; including assistance drafting resolutions
- Maintaining official records (proceedings) of all County Board and committee meetings
- Ensuring compliance with Wisconsin Open Meetings Law

Marriage Licenses (Fee is $75.00)

- 169 licenses issued in 2025
- Consistent with five-year average of 170.80

Domestic Partnerships (Fee is $75.00)

- 1 termination recorded

Plat Books (Fee is $25.00)

- Total sales: $2,265.30
- Preparation underway for 2026 edition (price adjustment to $30)

Wood Cutting Permits

- 106 permits issued under Wis. Stat. §26.03
- Supports landowner compliance and sustainable forestry practices

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2025 Challenges

The Clerk's Office continues to operate in a complex and evolving environment. Key challenges include:

- Ongoing changes in election law due to court rulings
- Addressing misinformation related to elections and government processes
- Weather events on Election Day (April 2025)
- Turnover among municipal clerks requiring increased training and support
- Balancing statutory duties with a growing volume of public and internal inquiries

As the county's information hub, the office is often the first to respond to confusion or uncertainty. This requires not only technical knowledge, but also strong communication, adaptability, and a commitment to public trust.

Looking Ahead

2026–2028 Priorities

1. Elections

- Ongoing preparedness, support and training for municipal clerks and poll workers
- Expanded outreach to candidates and voters
- Security concerns

2. County Board

- Implementation of live streaming for County Board meetings (2026)
- Evaluation of County Board size in preparedness for 2030 census and redistricting

3. Operational Improvements

- Evaluate and modernize electronic filing systems (target: 2027)
- Begin succession planning efforts to ensure continuity of operations

Anticipated Challenges

- Continued evolution of election laws and procedures
- Electronic filing of candidate forms with WEC (2027)
- Growing volume of public and internal inquiries
- Resource constraints within a lean staffing model

Closing Perspective

The County Clerk's Office sits at the intersection of government operations and public access. Every phone call, email, and interaction represents an opportunity to guide, inform, and serve.

By balancing statutory responsibilities with the daily demands of being Oconto County's central information resource, the office plays a vital role in maintaining transparency, supporting effective governance, and building public trust.

When residents, staff, or officials don't know where to start, they start with the *County Clerk – your best friend in local government!*



2025 Annual Report
Richard Heath
County Administrator

INTRODUCTION

As I approach my second anniversary as your county administrator, I am growing increasingly comfortable in my role. Every day is a learning experience. As administrator of a $54 million operation, the vast number of topics that make it to my desk tests my abilities to problem solve and make decisions that will positively impact the county. Since no day is like the previous one, my job is challenging, enlightening, and rewarding. I have found that the county's success does not rest on my shoulders but is obtained through the contributions of many people. I am proud to lead a professional and experienced management staff, work with devoted elected officials, and work for 31 Supervisors who are dedicated to ensuring that the needs of the public are met.

Thank you to Chair Al Sleeter, who has been available every day to answer questions, provide guidance, or just share a story. I am very appreciative of the **TEAM** comprised of Betty Bickel, Shelly Schultz, Kim Pytleski, Beth Ellingson, Sharon Aubrey, Kathy Goldschmidt, Sue Archie, and Courtney Kazik for always "making it happen" every day!

DEPARTMENT OVERVIEW

The primary duties of the County Administrator are identified in WI State Stats. § 59.18, and include:

- Serving as the chief administrative officer of the county;
- Ensuring that all county ordinances, state and federal laws are observed and enforced;
- Directing all administrative and management functions of county government not otherwise vested by law in boards or commissions or in other elected officers;
- Appointing and supervising department heads except those elected by the people and except where statutes provide the appointment be made by elected officers; appointments of department heads are subject to confirmation by the county board;
- Appointing the members of all boards and commissions where the statutes provide that the appointment shall be made by the county board or by the chairperson of the county board; appointments of members of boards and commissions are subject to confirmation by the county board; and
- The submission of an annual budget to the county board (highlights below).

DEPARTMENT BUDGETS

The County Administrator directly prepares and manages the budgets for these three areas:

County Administrator

The County Administrator's annual budget is comprised of the administrator's salary and benefits, supplies, mileage, and conferences. The total 2025 Budget was $183,853.

Risk Management and Insurance

Staff work with the county's insurance representatives to identify and mitigate risks that could result in major costs to the county or interrupt the delivery of services. The total cost for property, liability, and workers' compensation insurance is $872,000. A large portion of that total ($386,291 for workers' compensation and $398,209 for property and liability) is charged back to several of the departments and offices with the remaining amount of $87,500 paid to cover general administrative operations using levy dollars.

Fleet Management
The decision to lease vehicles as opposed to purchasing them was made a few years ago. In the past, the county purchased vehicles and did not replace them on a regular basis resulting in high repair and maintenance costs. In addition, the cost to reimburse staff for use of their personal vehicles was increasing annually. At the end of 2025, the county leases 22 vehicles from Enterprise that are used by several departments to include Planning and Zoning; Forestry, Parks, and Recreation; Emergency Management; Land Conservation; Land Information, and New View Industries, as well as eight vehicles that can be used by all staff and managed through the Health and Human Services Department. Enterprise account managers provide ongoing input on when vehicles need to be replaced, when existing leases make financial sense to be extended, and when additional vehicles will result in cost savings to the county. The annual cost to lease these vehicles is $169,034 with $59,034 charged back to some of the above departments with the remaining $110,000 being paid for by administration with levy funds.

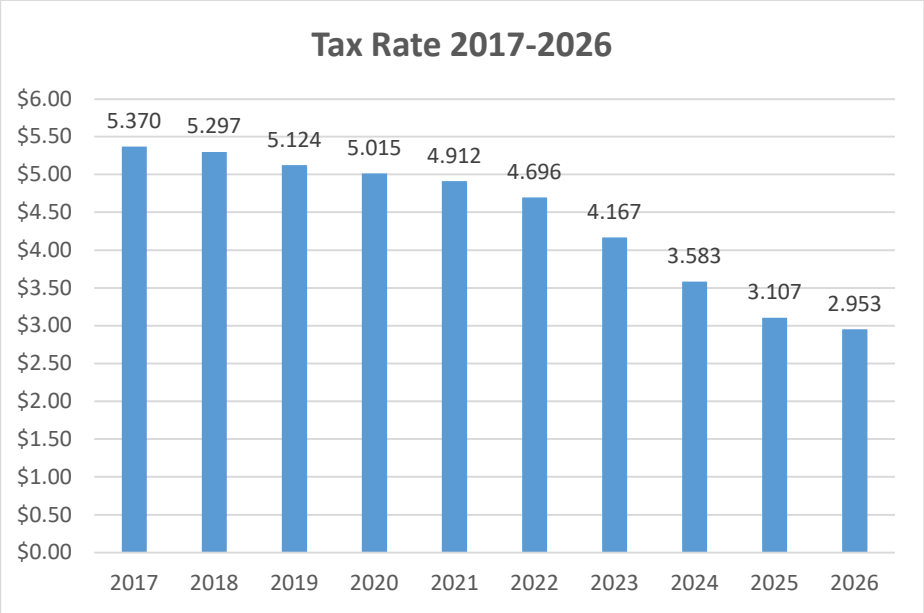
ANNUAL BUDGET OVERVIEW

Budget Highlights

The 2026 Budget approved by the County Board of Supervisors is $55,940,515. This includes all funding sources listed and defined below and reflects an increase of 3.3% or just over $1.7 million from the $54,175,875 budget approved for 2025. In some cases, the additional revenues largely offset the increase in costs for many of the county's programs and services. The most notable changes in revenues were the increase in state shared revenue and property taxes (combined and listed as general funds); sales tax; grants and contracts; and interest income. Notable increases in expenses were the result of the implementation of the wage and compensation study; sales tax investments in technology and capital improvements; and an increase in the contingency fund for costs related to planning for the new highway facility.

Property Tax Revenue
The approved tax rate has been trending downward due to increasing equalized values. Oconto County's equalized value increased nearly 7% over this past year to $452,372,500 to nearly $7.65 billion and includes TID. For 2026, the tax rate decreased by 15 cents or -5%. The following table and graph illustrate the tax rates for the past 10 years.

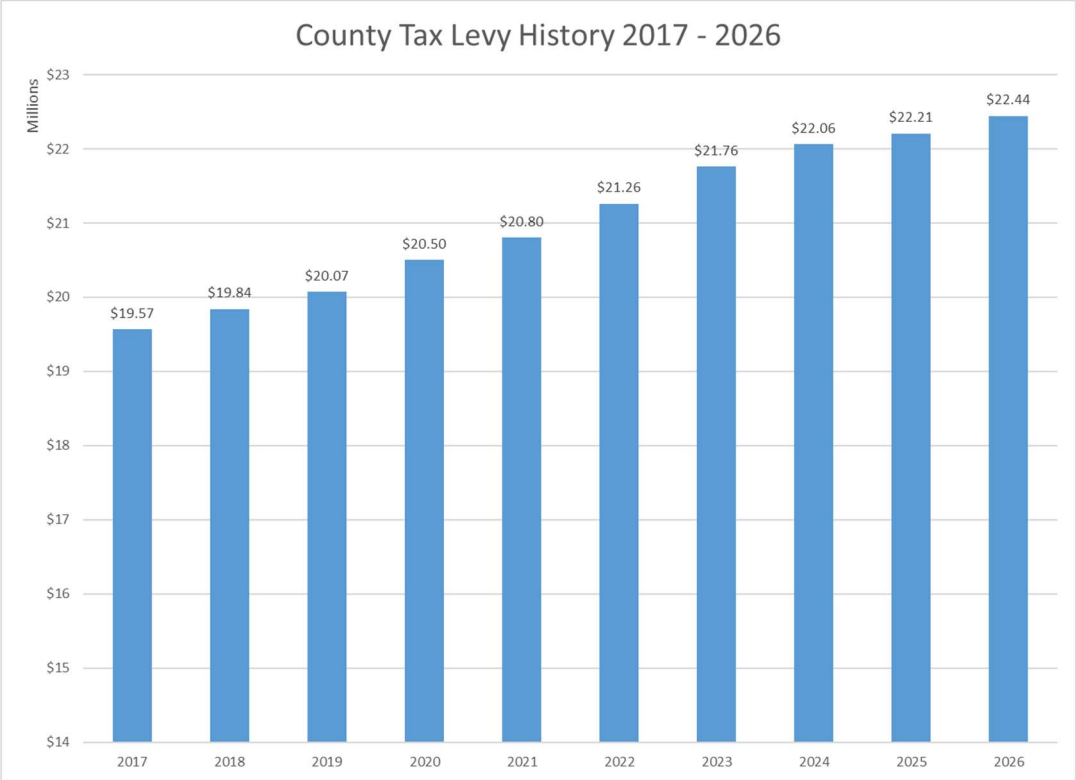
2017	5.370	-1%
2018	5.297	-1%
2019	5.124	-3%
2020	5.015	-2%
2021	4.912	-2%
2022	4.696	-4%
2023	4.167	-11%
2024	3.583	-14%
2025	3.107	-13%
2026	2.953	-5%



The foundational financial piece from which each budget is built upon is the property tax levy. The total tax levy increased by $235,770 or 1.1% from 2025 as seen in the table and graph below. Within the past 10 years, the tax levy went up $2,874,439 or 14.9%. The increase over the last five years has been $1,182,110 or 5.6%.

The property tax rate and tax levy are controlled by the state-imposed levy limits. The County is only allowed to increase the levy by the annual net new construction percentage provided by the Wisconsin Department of Revenue. An exception is for debt service, which the County by a super majority vote, initially increased the levy by 25 cents to fund the Law Enforcement Center.

2017	$19,569,576	1.2%
2018	$19,841,178	1.4%
2019	$20,069,211	1.1%
2020	$20,501,647	2.2%
2021	$20,804,119	1.5%
2022	$21,261,905	2.2%
2023	$21,763,570	2.4%
2024	$22,061,436	1.4%
2025	$22,208,245	0.7%
2026	$22,444,015	1.1%



In addition to Property Taxes, the county relies on several other funding sources to balance the budget and pay for capital improvements and equipment.

Sales Tax Revenue
The Oconto County Board of Supervisors approved the ½ cent county sales tax in 1994. From July 1, 1994 to December 31, 2025, the county collected over $54 million that has been used largely for purchasing heavy equipment and vehicles, building improvements, technology upgrades, and infrastructure. In 2025, the amount of sales tax collected was nearly $3.25 million, which is $2 million more than the $1 million collected seven years earlier in 2017. Just over $3.44 million in sales was allocated in 2026 for a variety of major repairs for the county courthouse complex, heavy equipment, communication improvements, squad cars, and hardware and software upgrades.

Shared Revenue
Shared Revenue comprises the third largest funding source received by Oconto County. The legislature passed and Governor Evers signed Act 12 in 2023, which returned 1 cent from the 5 cents in sales tax collected by the state back to counties and local units of government. For the 2026 budget, the county received $757,867 in shared revenue with an additional $649,936 in combined supplemental, personal property, and computer aid. These figures compare favorably to the prior year of $745,471 and $633,329 respectively.

Interest Income
Oconto County has benefited greatly from the higher interest rates over the past few years. Being in a strong financial position with a healthy fund balance, the interest income collected in 2025 was vital in maintaining services and retaining a professional and knowledgeable staff. A total of $2,050,000 million of interest income was applied to the

2026 budget. The $150,000 in additional interest received from the ARPA account reduced the amount of money transferred from the General Fund to balance the budget by nearly $110,000 from 2025 to 2026, or $563,803 to $454,823.

American Rescue Plan Act Funds
The American Rescue Plan Act (ARPA) was passed in 2021 by the Federal government. Funds were distributed the following year to states, counties, municipalities, tribes, schools, etc. to stimulate recovery from the pandemic. Oconto County received 7,367,458 to fund a variety of initiatives. Many of the projects would not have been possible without this additional money. These Federal dollars paid for improvements to the county's communication network, remodel of the county boardroom, establish a northern service location in Riverview, repair infrastructure, and provide financial assistance to local communities for their recreational facilities to name a few. As required by the grant, the county's original allocation of funds was properly allocated by the end of 2024 and projected to be spent by the end of 2026. At the end of 2025, just under $31,000 in ARPA money has not been spent.

Other Budget Revenue Sources
Staff have been able to leverage millions of dollars annually from other revenue resources to include grants, contracts, charges for service, and pass-through funds that pay for critical staff positions and for ongoing essential programs and services. Approximately 47 percent of the $56 million adopted 2026 budget is derived from these funding sources as opposed to 45 percent in 2025.

CAPITAL IMPROVEMENT INVESTMENTS

While not exclusively earmarked, county sales tax collections are invested in capital improvements to be used for keeping technology current (hardware and software), building and recreation facility improvements, infrastructure repairs, and large equipment and vehicle purchases. In 2025, those purchases and investments were comprised of:

- Emergency Management – invested in tower maintenance and improvements
- Technology Services – made network upgrades and purchase of staff laptops and wired microphones in the County Board Room
- New View Industries – completed roof repairs
- Highway Department – purchase of a paver, loader, and tri-axel truck
- Forest, Parks, and Recreation- dam repairs and purchase of a grader
- Maintenance – new carpeting installed in Building C
- Sheriff's Office – purchase of squads and Toughbook laptops

RISK MANAGEMENT

The staff attend regular meetings and participate in required training courses made available by the Human Resources Department that are designed to identify, analyze, prioritize, address/remediate, and monitor risks to control liability, property, and workers' compensation insurance costs. The county emphasizes these efforts to make jobs safer, facilitate project success, reduces unexpected issues, saves time and money, enhances culture, and guides decision-making processes.

The following information is provided to Oconto County by its insurance carrier Wisconsin County Mutual Insurance Agency. Please note that the figures for paid out occurred in that year, but the claim may have been from a year prior. *The total amount paid does not account for funds provided by the insurance company's loss reserve pool or the county's expense reserve. **These amounts do not account for money received from the other party's insurance or depreciation calculations.

Liability Claims

General Liability			
Year	Total Claims	Claims Paid Out	*Total Amount Paid Out
2021	13	5	$112,632
2022	6	3	$240,803
2023	7	5	$40,077
2024	6	3	$82,526
2025	5	3	$17,170
Totals	37	19	$493,208

Property Damage Claims

Property			
Year	Total Claims	Claims Paid Out	**Total Amount Paid Out
2021	3	1	$115,948
2022	4	3	$97,421
2023	7	5	$162,178
2024	3	2	$28,890
2025	5	3	$40,768
Totals	22	14	$445,205

Workers' Compensation

Worker's Compensation			
Year	Total Claims	Claims Paid Out	*Total Amount Paid Out
2021	30	19	$126,164
2022	21	16	$268,536
2023	19	9	$115,078
2024	21	17	$427,314
2025	21	10	$42,524
Totals	112	71	$979,616

APPOINTMENT RESPONSIBILITIES

As administrator, my responsibilities include appointing individuals to a wide range of boards, committees, associations, districts, commissions, and councils for terms determined by their respective by-laws. This list includes the Bay-Lake Regional Planning Commission, Library Services Board. Health and Human Services, Mar-Oco Solid Waste, and TEDCOR to name a few. In addition, when a new committee has been created by the County Board of Supervisors, my role is to fill those committees with individuals who have an interest and/or background in the mission of that committee. Last year, the Oconto County Aging Advisory Council was formed to review current services and make

recommendations on new ones as part of the process as Health and Human Services assumed the elderly services programs from the Commission on Aging.

2025 ACCOMPLISHMENTS

- Hired/approved three new members of the management team: finance director, forest, park and recreation administrator, and treasurer.
- Completed the emergency communication network, including tower construction and connections.
- Finalized, received board approval, and implemented the Wage and Compensation study.
- Crime Prevention Fund Board Awarded grants for three projects from the Crime Prevention Fund.
- The Opioid Abatement Ad-Hoc Steering Committee approved grants for 13 projects to address the opioid epidemic.
- Barrientos Design & Consulting completed its evaluation of the current highway department facilities and propose alternatives for new and/or renovated buildings.
- Directed an appraisal of the highway facility in Oconto.
- Approved agreements with the Samuels Group, Huntington Securities, Inc. and Excel Engineering to complete the site selection and schematic design of a new highway facility, along with potential funding options.
- Started the process to review and update all of county's safety policies for risk management with the focus on those most needed by the Highway; Forest, Park, and Recreation, and Maintenance departments.
- Began drafting a Joint Development Agreement, with direction from corporation council and attorneys' from Attolles Law Firm, between the county and Fox Solar, LLC for the solar farm being constructed in the Town of Morgan.
- Continued the strategic planning process with CESA 8 with a survey completed by board members and staff in December.
- Served on the county's negotiations team for preparing and finalizing the deputies' union working agreement.

Short-Term Goals for 2026 and into 2027

There are several initiatives that will be happening in 2026 and beyond including:

- Next steps in the strategic planning process include providing an overview of the strategic planning results with the staff and all county board members during their orientation on April 14th and integrating the MVV into our daily operations.
- Develop and deliver County Board member training.
- Complete annual evaluations of all managers.
- Conduct a conditions report and risk assessment of the Courthouse complex.
- Work with HR to create and provide trainings for managers and supervisors.
- Ensure all safety plans are current and communicated to the staff.
- Selection and implementation of the local recreation projects and opioid remediation initiatives that are making a positive impact.
- Draft a safety plan for the Courthouse complex that includes limited public access points, as well as a secure and manned entrance in front of the elevators in Building C.

- Begin working on each department and office's continuity of operations plans.
- Approve, purchase, and install the necessary technology to live stream and store videos of county board meetings.
- Finish, submit, and approve the Joint Development Agreement with work beginning on the Emergency Response Plan. Begin working on the attachments (ex. Emergency Response Plan)
- Complete site selection and schematic design for a new highway facility and approve funding of the project. This may involve including other county operations at this location.
- Consistently investigate the opportunities to share resources with neighboring counties.

FUTURE CHALLENGES

With no crystal ball available, the county will certainly see its share of future challenges.

- The unpredictability of future Federal and state funds may transfer the financial burden to the counties to maintain critical services for the most vulnerable populations.
- Navigating the tariffs and a war in the Middle East that are fueling increasing costs for vehicles, supplies, utilities, equipment, insurance, technology, employees, etc.
- Succession planning for the managers in many of the departments.
- The increasing costs for maintaining older buildings and aging roads.
- The ability to obtain and retain board and committee members.
- The costs of staying current with all the changes with technology.

If anyone has questions or comments about this report, please contact the County Administrator's office.

Respectfully submitted,

Richard Heath, County Administrator

2025 Annual Report

Department Overview:

- Prosecute all adult felony and misdemeanor criminal acts that occur within Oconto County, including fatalities, murders, arsons, sexual assaults, child abuse, acts of domestic violence, burglaries, thefts, possession and distribution of controlled substances, worthless checks, among others in compliance with Section 978.05 (1) – (6) of the Wisconsin State Statutes.

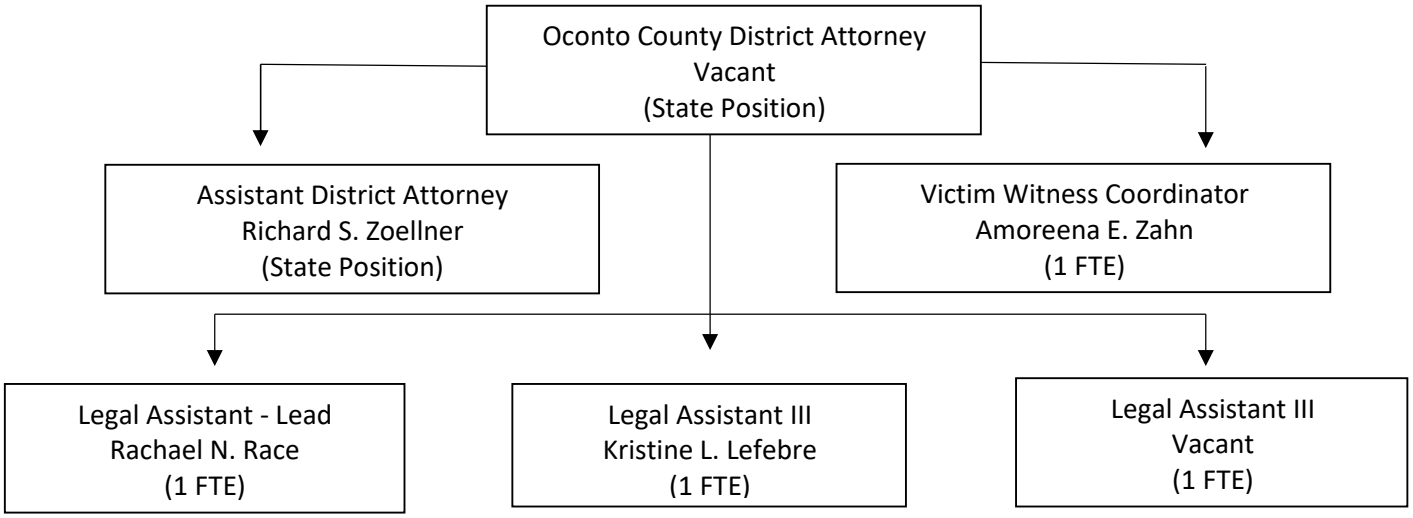
- Prosecute all juvenile delinquency cases including uncontrollability, and truancy as well as prosecute juveniles in Need of Protection or Services.

- Prosecute state and county traffic and non-traffic violations occurring in Oconto County including forfeitures. This includes ordinances from the Wisconsin DNR, Wisconsin State Patrol, and local law enforcement agencies.

- Assists victims in enforcing their rights under Section 950.04 of the Wisconsin State Statutes including accompaniment and notification of all court proceedings when requested, as well as giving victims the opportunity to confer with the prosecutor and making statements to the court. Our office assists victims with submitting restitution requests to the court and provides information regarding the Crime Victim Compensation Program.

- Provides guidance and training to law enforcement agencies.

- The District Attorney's Office reports to the Public Safety Committee whose members include Dennis Kroll, Tracy Ondik, Don Bartels Jr., David Parmentier, and Al Schreiber.



District Attorney Statistics

	2023	**2024**	**2025**
Total Number of Referrals	1342	1405	1121
Number of Court Cases	586	593	655
Number of Court Events	3851	3786	3647
Number of Documents Generated	9311	8710	9240
Number of Jury Trials Scheduled	92	66	98

Victim Witness Statistics

	2023	**2024**	**2025**
Total Number of Victims	851	800	756
Number of Victims Served	431	422	398
Number of Restitution Requests	33	34	33
Total Number of Witnesses	1647	1757	1853
Total Number of Other Parties	1915	2002	1938
Total Number of Subpoenas	1005	969	1138
Total Number of Documents Generated	3295	2945	3159

Financial Overview:

District Attorney

	2023	**2024**	**2025**
Total Revenue	$6,371	$4,385	$3,350
Approved Budget	$239,307	$251,320	$270,043
Ending Budget	$229,598	$244,323	$266,791

Victim Witness

	2023	**2024**	**2025**
Reimbursement from the DOJ	$41,088	$49,243	$46,749.16
Approved Budget	$85,229	$88,961	$91,866.75
Ending Budget	$85,728	$90,182	$87,629.55

Current Year Accomplishments

- The District Attorney's Office took advantage of educational training opportunities and sent a legal assistant to Class A training in Weston, WI, and the victim witness coordinator to the Victim Witness conference in Madison, WI.

- The District Attorney's Office developed and implemented the use of discovery indexes for complex case files, which assists the prosecutors in trial preparation. The office also implemented changes for support staff to be more involved in trial preparation to more effectively subpoena and track witnesses.

- The District Attorney's Office hired and trained two new legal assistants and victim witness coordinator. Due to not having a fully staffed office from January to July of 2025, the staff worked diligently to process backlogged discovery demands and ready the office for jury trials.

- Oconto County restructured the District Attorney support staff positions based upon the McGrath Wage Study, which created one Legal Assistant - Lead position, and two Legal Assistant III positions instead of having two Legal Assistant III positions and one Legal Assistant II position.

Current Year Challenges

- The District Attorney's Office will need to replace the District Attorney, as Hannah Schuchart accepted the appointment to replace Judge Michael Judge.

- The State's budget approved a part-time prosecutor position in Oconto County, which the District Attorney's office will be looking to fill.

- The District Attorney's Office is continuing to work through the backlogged cases that need to be reviewed for charges, as current staff continue to charge cases for initial bond hearings and appearing in court on current cases.

On the Horizon

- Working to fill the vacant prosecutor positions.

- The District Attorney's Office entered into a contract with a digital discovery management system through Axon, to more effectively and securely store and share case files which will streamline workflows.

- Continuing to send staff to appropriate training opportunities.

- Continuing to offer trainings to all local law enforcement agencies, increasing the quality of investigations and cutting down on the number of requests for follow up investigations.

Respectfully submitted,

/s/ Richard S. Zoellner

Richard S. Zoellner
Assistant District Attorney

OCONTO COUNTY EMERGENCY MANAGEMENT

2025 Annual Report

Mission Statement

The Oconto County Office of Emergency Management (EM) will ensure, through coordination with State, County, and Local Organizations that the county is prepared to mitigate against, prepare for, respond to, and recover from, all natural and man-made emergencies. This office will provide leadership and support to reduce the loss of life and property, through an all-hazards emergency management program of planning, mitigation, preparedness, response and recovery throughout Oconto County.

Our Vision

Our vision is to promote safer, less vulnerable communities with the capacity to cope with hazards and disasters. We accomplish this in conjunction with the Oconto County Sherriff's Office, as well as a collaborative effort linking emergency services, private sector, and volunteer organizations. All of which are comprised of motivated, dedicated, and well-trained professionals, with effective plans and the necessary resources for efficient disaster and emergency planning, mitigation, preparation, preparedness, response and recovery.

Our Goals

- Identify and assist in the preparedness and mitigation of natural and human-caused hazards.
- Develop and maintain plans for major emergencies/disasters that build on and complement the existing operational policies and procedures of local emergency response agencies.
- Establish an annual training program that develops and maintains necessary emergency management skills, including conducting exercises to test agency/department emergency response plans and procedures.
- Provide the direction and coordination to identify and manage the additional resources needed for a major emergency/disaster response.
- Gather and disseminate information to the public, media and local government agencies to assist in the preparation, response and recovery from major emergencies/disasters.
- Serve as the focal point for coordination and liaison of activities between local, state and federal government in the response to and recovery from major emergencies/disasters.
- Comply with Federal Emergency Management Agency (FEMA) and Wisconsin Emergency Management (WEM) requirements for receipt of program funds.

2025 Emergency Management Highlights

In 2025 Oconto County had to navigate through several challenges, including another severe ice storm which resulted in many road closures and a long-term power outage emergency in the northern portion of Oconto County. We also had a Tornado touch down briefly in the Underhill and Gillett areas. The Emergency Management Office worked in conjunction with the Sheriff's office, HHS, and the Highway Department to navigate this storm. I was fortunate to be able to assist in many different areas. Storm cleanup, assisting with the tracking of downed power lines, and the traffic control that was needed because of the downed lines, I also worked with our local municipalities in establishing spaces for citizens to go for warming (in the ice storm) and the charging of devices if needed.



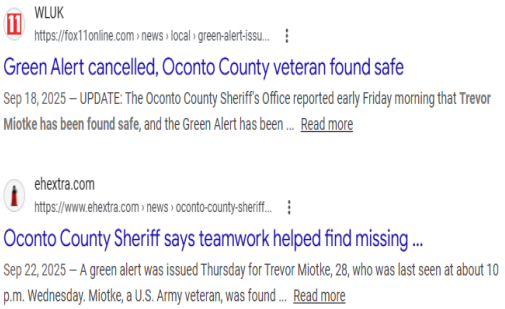


Incident Response

In 2025 I was also involved in responding to many incidents including those listed above. Several vehicle accidents including an unfortunate fatality on US41, several large fires, individuals trapped on the ice, and searches for missing people in both Oconto and Marinette Counties. I was requested to assist in coordinating resources and providing our EM trailer for support as we searched for a missing person near Maiden Lake.

In Oconto County we had several additional incidents, thankfully, most were on a smaller scale. I will continue to be actively involved with incident response to aid and assist all of the agencies and jurisdictions within Oconto County, and our mutual aid partners statewide.





Oconto County Rescue Task Force 1

We have continued to grow our RTF. After all of our School ASHER (Active Shooter Hostile Environment Response) tabletop exercises were completed with the county school districts in 2023, we realized by doing after action reviews, that one of our shortfalls or weaknesses within the Oconto County public safety response matrix was the lack of a county wide Rescue Task Force. In acknowledgement of the shortfall, I began the process of implementing a county wide rescue task force. With the help of a committee comprised of myself, the Oconto County MABAS President, the Oconto County EMS Council Chair, The Oconto County Sheriff and Chief Deputy, and 2 members of East Central WI IMT, we have been able to fully implement the OCRTF1.
A **Rural Rescue Task Force** is a specialized team designed to respond to emergencies in rural areas, focusing on search and rescue operations. These task forces are typically composed of various emergency response







professionals, including firefighters, emergency medical personnel, and law enforcement officers. Their primary mission is to provide immediate assistance during disasters or emergencies where traditional resources may be limited. The reason this team is so important to Oconto County is because the members play a critical role in enhancing safety and resiliency in our local communities. With very limited access to volunteers in our emergency services, having this dedicated team helps to ensure a calculated and coordinated immediate response when it is needed most, which will ultimately reduce the impact of incidents on our communities. Our team is comprised of 30 very dedicated volunteer members who are all sponsored by their home Fire or EMS agency and have been vetted with background checks, and interviews. We partner with Law Enforcement and dispatch for training 2 times per year to coordinate our ability to mobilize quickly and respond to any type of mass casualty event, be it natural or manmade. We have received several grants throughout the last couple years in which we have been able to acquire ballistic equipment, helmets and Kevlar vests with plates, as well as the necessary medical supplies. I have also successfully secured 2 large grants for specific active shooter response training that we have been able to use for not only our responders, but also our school districts. To date, we have held ASHER tabletop exercises in Oconto Falls, Oconto, Lena, Gillett, and Suring. We held functional exercises in Oconto, Oconto Falls, Gillett, Suring and a large exercise in Oconto Falls in October.

The Emergency Communications System Upgrade

We have finally moved to our new communications system. It was a lot of work to navigate through this project. A project that started in 2018. This project has been through many changes in the last few years which have created unfortunate delays as we spent some extra time making sure we are charting the best course for Oconto County and its many radio users. In 2022 we were able to set the final plan and work towards project completion. Our current system was placed in service and full operation back in 2006 when the FCC mandated public safety to utilize VHF (narrow band) which switched the frequencies from the UHF bandwidth. The former system was a simulcast 5 channel, 8 location system. This means it doesn't matter which tower location picks up a radio transmission, it is distributed out of all of the sites to provide a much wider and much more thorough coverage area. Our old system consisted of 7 remote tower site locations plus the communication center located here at the courthouse. After several meetings and input from the agencies that use the system, our planning and research had found a few spots lacking quality coverage, and one of our goals is to eliminate, or at least significantly reduce those areas. The 2 main goals we had for this upgrade were to increase coverage and public safety communications within Oconto County; while also decreasing the excessive costs we were incurring on offsite tower space and shelter location leases. We had leased space on towers owned by other entities at all of our remote sites to make our system operational. Our new upgraded communications system now consists of 10 sites plus the communication center here at the courthouse, which has made a significant improvement in our coverage. We have also established a partnership with Bug Tussel wireless and through some creative funding mechanisms, have been able to eliminate all but 3 of our current leases. In early 2024 I was also able to secure an additional frequency pair (no small feat) to add another repeated channel to our new system, which will now give us 6 repeated channels to handle large and/or multiple incidents at the same time. Currently all of our remote sites have all of the radio equipment installed and we have been running live communications since October. Our dark fiber network with the redundant ring and microwave back up was completed near the end of 2024 and has worked very well to date. We worked with Baycom to get all of our new equipment moved, installed, and operational, and we also reprogrammed many of our responding agencies within the county. The new system is now fully operational. We have towers located in the City of Oconto, Pensaukee, Sobieski, Morgan, Oconto Falls, Lena, Brazeau, Gillett, Suring, Mountain, and Lakewood. Please feel free to reach out with any questions you may have regarding this project, its operation, and its completion..

LOCAL EMERGECNCY MANAGEMENT INITIATIVES

- Quarterly, I attend all Oconto County Fire Officer Association and MABAS meetings to update local fire depts on any changes at the County, State or Federal level.
- All Oconto County EMS Council meetings.
- Attended the DNR Wildfire preparation and planning meetings in regard to the northern portion of Oconto County hosted by WI DNR.
- Completed the implementation of the Oconto County Executive Training Team.
- Actively participated in the simulated failure of the Oconto Falls and Stiles Hydro Electric Dams TTX.
- Assisted in the Emergency Operations Plan updates and exercises for the Oconto Falls Upper and Lower Dams managed by Eagle Creek and Oconto Electric Cooperative.
- Continued to assist all local Fire, EMS, and Law Enforcement in the planning and implementation of training activities, exercises, and incident response.

- Complete Project Management of the multi-faceted, multiple location Emergency Communication System Upgrade and Radio Improvement project.

- Reviewed and updated the Oconto County Municipal Emergency Response Plan template and made it available to all municipalities within the County. Actively working with them on annual updates.

- Local outreach and public information were also part of 2025.

- Emergency Management continues to operate and maintain the command/rehab trailer for Oconto County and have deployed it for various incidents, training exercises, and public relations events.

Topics covered at public meetings were:

- Tornado awareness
- Flooding
- The Wisconsin Disaster Fund and Damage Assessment
- Emergency Preparedness
- the Incident Command System and how we use it
- Mutual Aid Box Alarm System (MABAS)
- Our former Code Red community notification system (now RAVE)
- Emergency Management as a career.

LOCAL EMERGENCY PLANNING

The EM office is responsible for the planning, development, dispersal, and implementation of the Oconto County Emergency Operational Plan, the County Wide Strategic Plan, and 13 required Oconto County Annex Incident Response Plans. These plans are all updated annually. I am also responsible for 16 Hazardous Material Response Off Site Plans. These plans are used to assist the facilities as well as first responders in the event of a chemical release. The facilities that are required to have these plans meet or exceed the TPQ (Total Product Quantity of Extremely Hazardous Substances) set forth by the Federal Government. These facilities are determined through the State of Wisconsin's reporting requirements, which are part of the EPCRA (Emergency Planning and Community Right to Know Act) grant the EM office receives each year. All businesses are required to fill out a Tier II chemical information form annually to disclose the amount of EHS (Extremely Hazardous Substances) they have on site daily, the location of the substance in the facility, and the largest single container on site. These forms are reviewed by WEM (Wisconsin Emergency Management), then sent to us for review with the LEPC. These forms determine the status of the facility. If the amount of EHS is below the TPQ the facility is labeled "reporting", if the amount is greater than the TPQ the facility is labeled "planning" and is then added to the list of facilities requiring me to complete an offsite plan. I am also required to complete an annual Countywide Strategic Plan which directly addresses the EHS in Oconto County. These plans are reviewed and approved by the LEPC annually and are then submitted for approval through WEM. Once approved by WEM, the plans are distributed to the facility, the responding agencies, our contracted partners in Hazardous Material Incident Response, and a copy is kept in the EM vehicle and office.

Oconto County LEPC (Local Emergency Planning Committee)

An essential function of the Emergency Management Office is being the lead on this committee. The LEPC is a community organization that helps to prepare and plan for emergencies, particularly those involving hazardous materials. This committee is federally mandated based on the Emergency Planning Community Right-to-Know Act (EPCRA or SARA Title III). The main responsibilities of the LEPC are to develop and review emergency response plans, provide information to the community about the chemicals stored and used within, conduct training and exercises for the counties first responders, and assess the counties hazard material response resources. I have been delegated by the LEPC to be the spill coordinator for Oconto County. I was required to respond to 14 Hazardous Material releases throughout the County in 2025. The spill coordinator is also responsible for filing all forms and notifying all proper state agencies when a spill occurs. (Contact my office for a comprehensive list of details) These spills ranged from diesel fuel to raw sewage and were the result of issues from both private and commercial entities.





Regional Planning

The Northeast region again continues to update Mutual Aid Response with all County Directors, to form a Mutual Aid Damage Assessment Team to assist each other during a disaster. This also includes semi-annual training. Our region is also continuing to work together on a Mass Casualty Incident Plan, including Acts of Violence Response and long-term power outage and fuel shortage planning.

We are also continuing our close work with Public Health and the Health & Human Service agency within our County to aid in local planning for a response in the event we have a long term or large scale incident.

Financial Review

The Oconto County Emergency Management office is subsidized through grants received through FEMA and Wisconsin Emergency Management. The grant fund summary and 2025 budget totals are as follows:

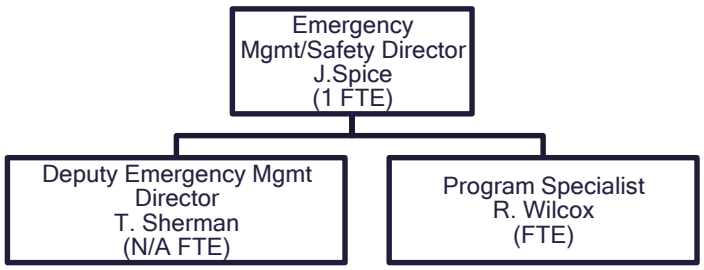
The Budget Summary	
Total Budget Allotment	$ 271,875.31
Actual Expenses Summary	
Actual Department Expenses	$229,345.16
Grant funding received	$153,908.18
Actual expenses after grant awards	$ 75,436.98

Grant summary:	
EMPG Grant	$ 39,170.00
EPCRA Grant	$ 12,421.45
HazMat Equipment Grant	$ 7,457.66
County-wide Active Assailant Training	$ 10,000.00
Hazard Mitigation Grant	$ 22,045.91
Interoperable Radio Grant	$ 72,813.12
GRANT AWARD TOTAL	$153,908.18

Please note, this is only a summary. Please contact my office for a full report.

Respectfully Submitted,
Jon T. Spice
Oconto County
Emergency Management Director

Emergency Management/Safety
Organizational Chart



Finance Department
2025 Annual Report

Betty Bickel, Finance Director

Department Overview

The Financial Accounting Department was established by Resolution #60-90, June 21, 1990. The department was created with broad responsibilities for financial record keeping, overall planning, organizing, directing and controlling of all county financial, accounting, and bookkeeping functions. The department is a service agency providing a full range of services to all departments using financial expertise, and providing staffing and technology solutions to management needs. The department is a processing agency, by processing and generating on a daily and periodic basis, financial information and reports. The department provides management with financial data and recommendations to assist the County Administrator, departments, various committees, and the County Board in making informed financial decisions. This department performs the duties of county auditor as prescribed by WI Stats 59.72. This department works under the direction of the Administration Committee.

The department has been given a multitude of financial duties which include, but not limited to:

1.) Establish county-wide uniform policies in financial procedures, financial reporting, accounting methods, payroll procedures, and budget preparation;

2.) Provide debt administration, cash management, and investment policies;

3.) Develop data information required for bond issuance and debt reduction;

4.) Responsible for all county, state, and federal financial reports, budgets, financial analysis and studies of revenues, expenditures, assets, liabilities and equities;

5.) Coordinate, maintain, and review all existing and new financial and accounting systems; recommend changes in accounting methods and systems; supervise installation of new accounting systems and procedures;

6.) Establish fiscal policies of the county to insure uniform operation; review, develop, and recommend long-range fiscal, financial, and information systems;

7.) Supervise and process the central accounting, accounts payable, payroll, and cash management services for all departments;

8.) Plan, organize, and supervise all budget preparation activities;

9.) Conduct internal audits upon request of the Administration Committee and/or the County Board. Coordinate the required annual independent audit of the county's financial records and the annual indirect cost allocation plan.

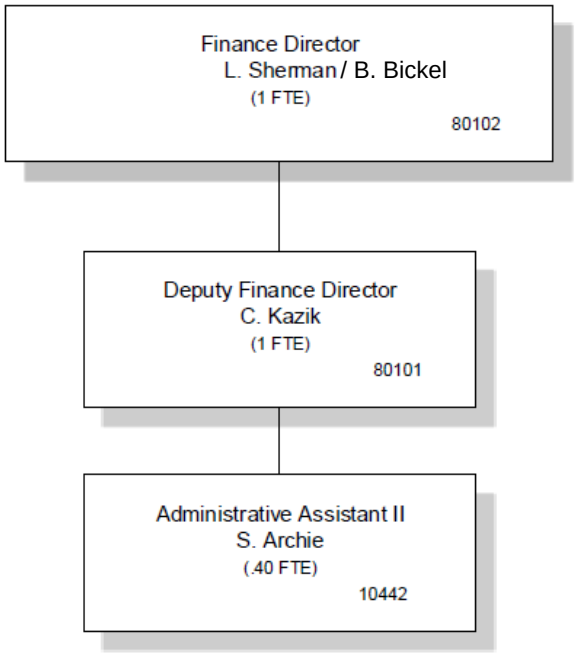
Mission Statement

The mission of the Oconto County Finance Department is to manage and maintain financial records in conformity with generally accepted accounting principles (GAAP) and to comply with State and Federal laws, to maintain effective and efficient financial planning and reporting, to provide County Supervisors and Department Managers accurate financial information, and to provide quality service to employees and citizens of Oconto County.

Administration Committee

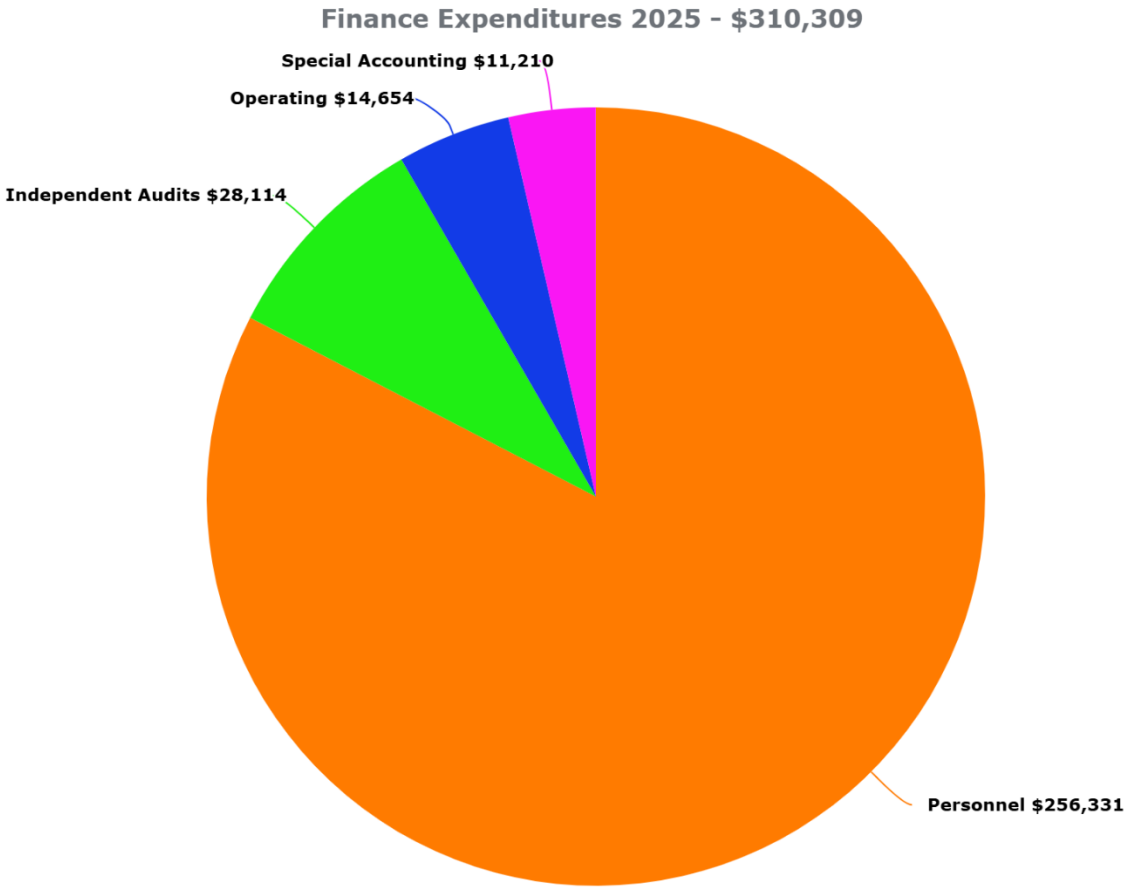
Alan Sleeter, Chair
Carol Heise
Dennis Kroll
John Matravers
Char Meier
Theresa Willems

Organizational Chart



AUTHORIZED COUNTY POSITIONS: 3
COUNTY FTE: 2.40
CONTRACTED POSITIONS: 0

Financial Overview



The Finance Department is funded almost entirely through county levy.

Current Year Accomplishments

Payroll: Issued 366 Form W-2's to employees and 158 Form 1099's to vendors.

Accounts Payable: Processed 6554 vendor payments during the year, often with multiple transactions included on one payment. Payments were made via paper check, ACH, and EFT deposits.

Budget: Assisted all departments and outside agencies with budget preparation including worksheets, personnel costs, guidance, cost analysis, etc. Assisted the County Administrator and Administration Committee in the preparation of the budget presentation, including numerous schedules and data preparation. In addition to a hard copy budget book, we also

provided an electronic version of the budget, including an interactive component for outside users. This electronic/interactive version is located on the county's website.

Financial/Statistical Reports: In addition to the numerous ongoing financial and statistical reports, the Finance Department assumed financial reporting responsibility and statistical data tracking for the American Rescue Plan Act (ARPA) funds and the Opioid Abatement fund.

Financial Management Policy: The Financial Management Policy was updated for clarification and to reflect current practices. Additional updates will be completed as needed.

Current Year Challenges

Cross-training: With a limited number of staff, cross-training duties become quite a challenge. Many of the duties of the Finance Director and Deputy Finance Director are quite different. Deadlines and specific time commitments do not always allow for sufficient time to cross-train on essential duties, such as payroll processing, statistical reporting, and end-of-year closing duties.

On the Horizon

ARPA: Federal reporting and tracking of the American Rescue Plan Act funds continued through 2025. The amount we were allocated was spent out in 2025. The Finance Department will continue to complete and assist with all compliance and financial reporting requirements as mandated by the US Dept of the Treasury.

OPIOID: Wis. Stat. s. 165.12 requires all counties that have received settlement funds from the opioid litigation to submit a report to the Department of Justice and the Joint Committee on Finance by May 1 each year. The required report must identify funds received by the county in the prior year and provide an accounting of expenditures. The Finance Department and the County Administrator complete this report.

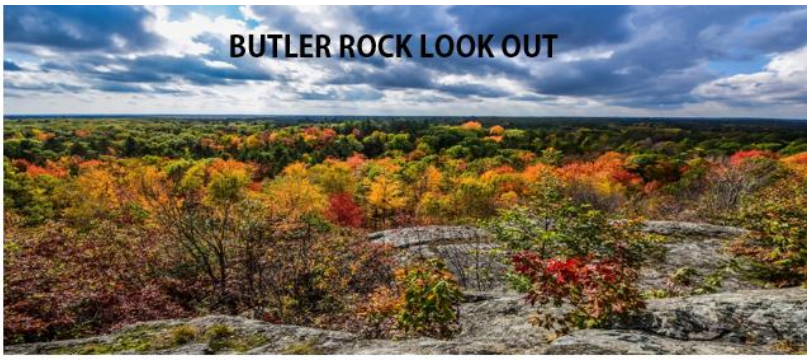
BS&A Software: Continue efforts to increase usage of the financial modules to departments not fully utilizing their benefits. We began utilizing project numbers to better account for funds with specific purposes, that are assigned County Sales Tax funds. Finance will assist departments in converting from manual processes to electronic options. We will begin doing Lunch and Learns for departments to transition to creating invoices in AR in 2026, so we are accurately accounting for our revenues in accounts receivable and cash. The Lunch and Learns will also be a time for everyone to share tips and tricks since we upgraded to the cloud version of our financial software.

2025

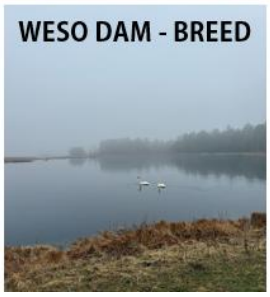
Forest, Parks & Recreation Department

ANNUAL REPORT


Machickanee Forest Unit – Red Pine Thinning









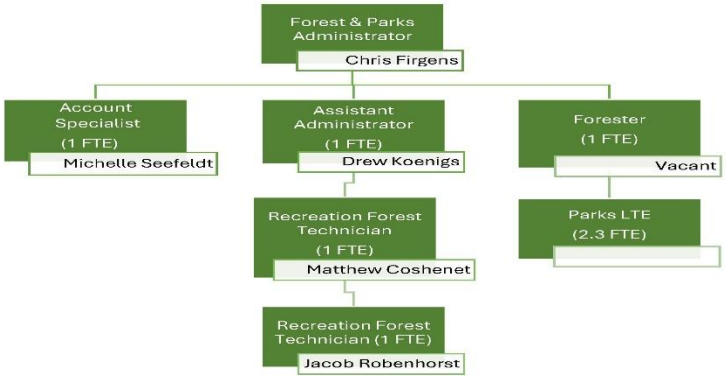
Chris Firgens

Forest & Parks Administrator

Overview

The Forest, Parks and Recreation Department reports to the Land & Water Resource Committee of Oconto County Board Supervisors, which consists of Tim Cole, Chair; Keith Schneider, Mike Beyer, Pat Scanlan and Wayne Kaczrowski.

- **Authority**
  The Oconto County Code of Ordinances Chapter 9 County Forest & Chapter 10 Parks and Recreation outlines the rules and regulations for the administration of county powers and duties as provided in Chapters 19, 26, 28, 59, and 82 of the Wisconsin Statutes.
    - The Comprehensive County Forest Land Use Plan was prepared for the 15-year period encompassing 2021 – 2035 and approved by the County Board on December 17, 2020 this plan is the authority for management on the county forest lands enrolled under Wisconsin County Forest Law s.28.11 Wis. Stats.
    - The Comprehensive Outdoor Recreation Plan that was prepared for the 5-year period of 2022 – 2026 and passed by the County Board on February 24, 2022 will guide the recreational management and development of county recreational.
- **Organizational Chart**



Forestry

- **Mission Statement**
  The mission of the Oconto County Forestry Department is to promote the planned development and management of the county forest for optimum production of forest products, together with recreational opportunities, wildlife, and watershed protection, giving full recognition to the concept of multi-use for maximum public benefit.
- **Overview**
  The Forest & Parks Department manages 43,831.83 acres of county forest and 37 miles of county forest roads. The Oconto County Forest is divided into six management units. Oconto County continues our commitment to third party Forest Certification as the standard for sustainable forestry. Most of the County's plantations were planted in the early 30's and have had many timber sales over the years. The vast majority of county forest acres that are harvested rely on natural regeneration through seed, root suckers, and stump sprouts to return the site to a fully stocked condition.
- **Current Year Accomplishments**
    - Completed maintenance on 36.82 miles of Forest Roads certified by the DOT.
    - Entered into an agreement with Guardian Aero, LLC to apply aerial spray herbicide on up to 253 acres on county forest land (CFL)in the Town of Breed, Bagley, and Brazeau (N).
    - The Forest & Parks Department had the task of removing ash trees infected by the emerald ash borer at North Bay Shore Campground. Planning was done for reforestation efforts once ash trees were removed. The project was completed successfully with the help of Franks Logging, Willow Creek Tree Company and the Forest & Parks Department. The department entered into a timber sale contract with Frank's Logging to cut all ash trees in the campground. Forest & Parks crew did an amazing job cleaning and restoring the grounds after the timber sale was completed. All stumps were ground, slash and top wood was burnt and firewood was hauled

off site. Willow Creek Tree Company planted 100 – 2.5 to 3 inch diameter trees throughout the campground. This was supplemented with park stock purchased from the DNR. A variety of species were planted, including birch, maple, and oak.

- With financial assistance from the Knowles-Nelson grant, the county purchased a 40-acre wooded parcel in the Town of Morgan, which will expand the blocking unit of Oconto County CFL land in the Machickanee Unit. Closing on the property was finalized in 2026.
- Koerner Forest Products, LTD completed treatment on 191 acres for planting furrow scarification via disc trench on CFL in the Town of Breed, Bagley, and Brazeau(N).
- Upon inspection, it was determined the Crooked Lake dam was failing. Following preparation and planning, the dam was replaced and the project was completed during the summer of 2025.
- Fencing was replaced on and surrounding the Chute Pond dam, which increased overall safety for visitors and improved aesthetics.

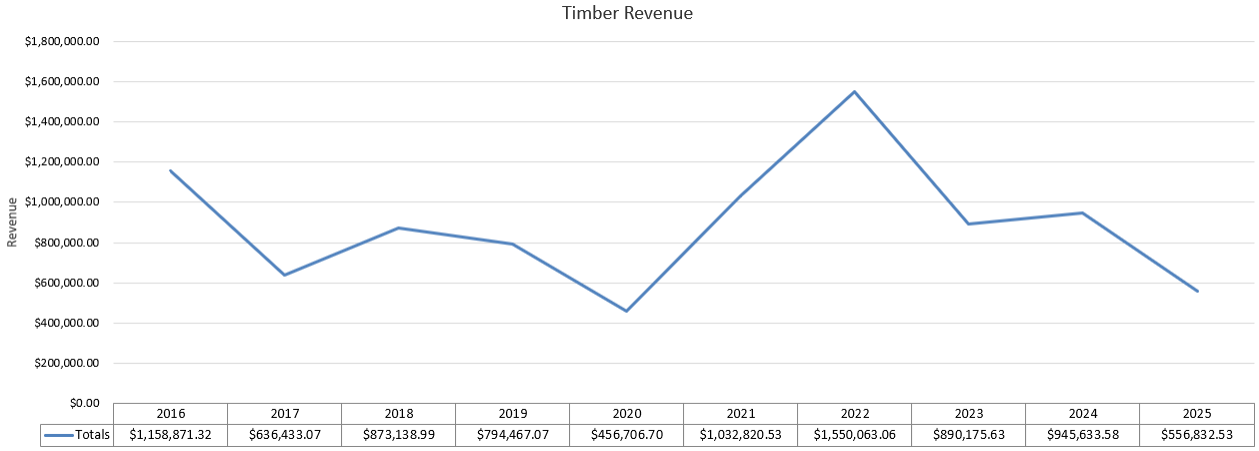
Timber Sales & Administration

Timber sale bids were awarded on May 5, 2025. Oconto County used reconnaissance data to schedule stands for examination and sale establishment. Timber sales were established with the assistant of the WI DNR. DNR staff contributed 1070 hours to Oconto County Forest work. The department entered into contracts with loggers for the following:

Tracts Offered	14
Tracts Receiving Bids	14
Unqualified Bids	4
Qualifying Bids	30
Avg Qualifying Bids per Tract	2.14

Total Appraised Value of Tracts Sold:	$ 431,360.50
Total Bid Value of Tracts Sold:	$ 614,881.61
Percent Increase Over Appraised Value:	42.54%
Acres Sold	533
Average Acres of Sold Tracts:	38
Average $ per Acre Sold:	$ 1,153.62

- 11 timber sales were closed out that encompassed 576 acres.
- 8 timber sale contracts were due to expire and were extended for 3 months to one additional year with anywhere from a 0% - 5% increase in stumpage rates.
- 11 firewood permits were purchased to cut firewood in closed out areas. Revenue received $260.68
- Timber revenue in 2025 was $556,832.53 vs budget of $720,000.00. There are 12 Oconto County townships that receive 10% of Oconto County forest timber revenue. This is based on the percentage of county forest acreage within the town. 2025 Payments totaled $55,683.25.
- The following chart compares timber sale revenues from previous years.



	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Totals	$1,158,871.32	$636,433.07	$873,138.99	$794,467.07	$456,706.70	$1,032,820.53	$1,550,063.06	$890,175.63	$945,633.58	$556,832.53

Parks & Recreation

- **Mission Statement**

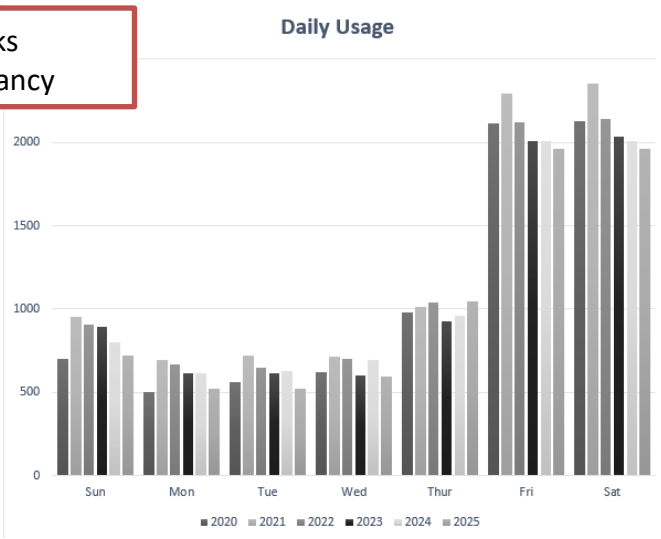
  The mission of the Oconto County Parks Department is to provide recreational opportunities by developing, managing, and programming all parklands and trails to promote an appreciation,

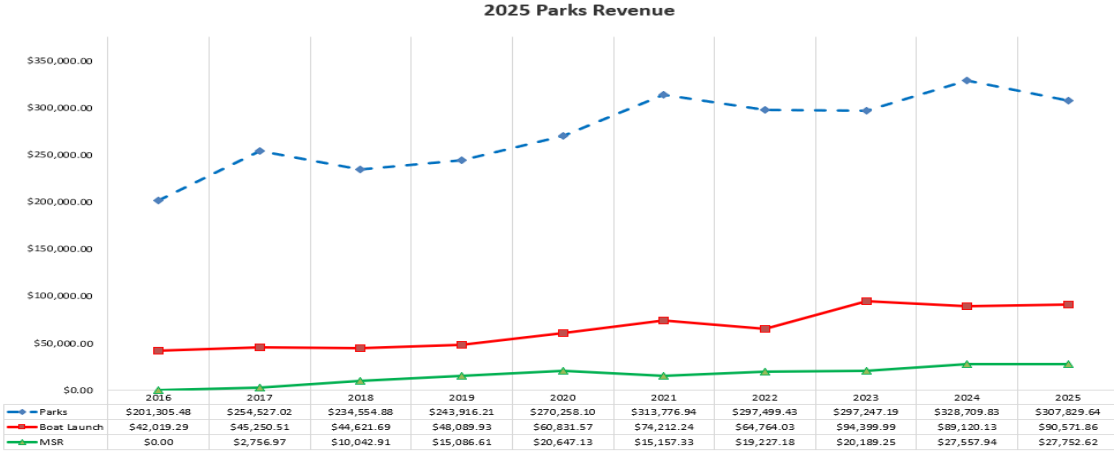
awareness, and understanding of the natural resources.

- **Overview**
  - The Forest & Parks Department manages or oversees 15 parks including 2 campgrounds, 11 boat landings, 10 county dams, 25+ miles of bridle trail, 7.2 miles of XC-ski & hiking trail, 447 miles of snowmobile trail, 116 miles of ATV trail, and 50.1 miles of County maintained state trail, and a 4-lane shooting range.
  - Oconto County contracts with user groups & clubs to keep the trails safe and maintained. Non-motorized sports are cross-country skiing and horseback riding. Motorized sports continue to grow and are an important economic impact to the county.
  - Oconto County manages 2 State Recreational Trails. The Oconto River and the Nicolet State Recreational Trail are owned by the WI DNR, in which Oconto County has a 20-year easement to maintain these trails. Trail inspections in 2025 yielded concerns on some of the current infrastructure, particularly bridges and culverts.
- **Current Year Accomplishments**
  - Metals Treatment Technologies, LLC, (MT2) from Arvada, CO completed the lead reclamation project at the Machickanee Shooting Range the week of June 16, 2025. The project entailed excavation, screening, lead recovery, recycling and rebuilding the berms. MT2 recovered 7,417 pounds of lead from the berms. The Forest & Parks crew worked on replacing the back stops and the range opened back up on June 25, 2025.
  - Electrical upgrades to the Chute Pond seasonal campground began in 2024 and was completed in 2025. This included hazard tree removal and clean-up, new and upgraded electrical lines and meters installation at every site.
  - Informational kiosks were replaced at several of the boat launches, parks, and campgrounds.

Parks Occupancy







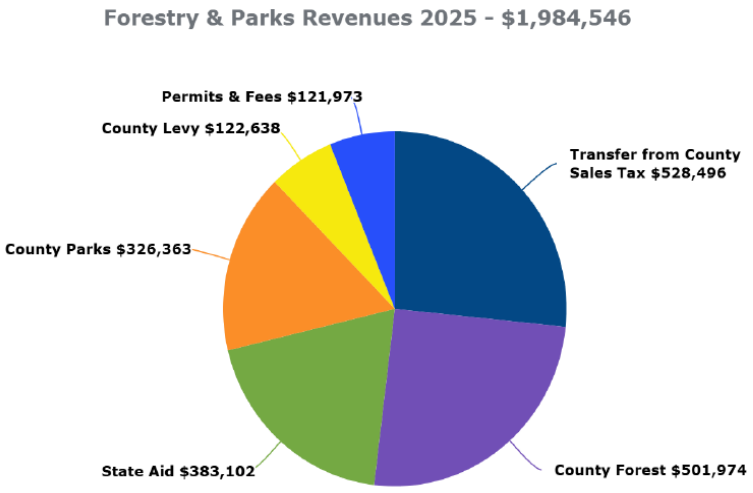
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Parks	$201,305.48	$254,527.02	$234,554.88	$243,916.21	$270,258.10	$313,776.94	$297,499.43	$297,247.19	$328,709.83	$307,829.64
Boat Launch	$42,019.29	$45,250.51	$44,621.69	$48,089.93	$60,831.57	$74,212.24	$64,764.03	$94,399.99	$89,120.13	$90,571.86
MSR	$0.00	$2,756.97	$10,042.91	$15,086.61	$20,647.13	$15,157.33	$19,227.18	$20,189.25	$27,557.94	$27,752.62

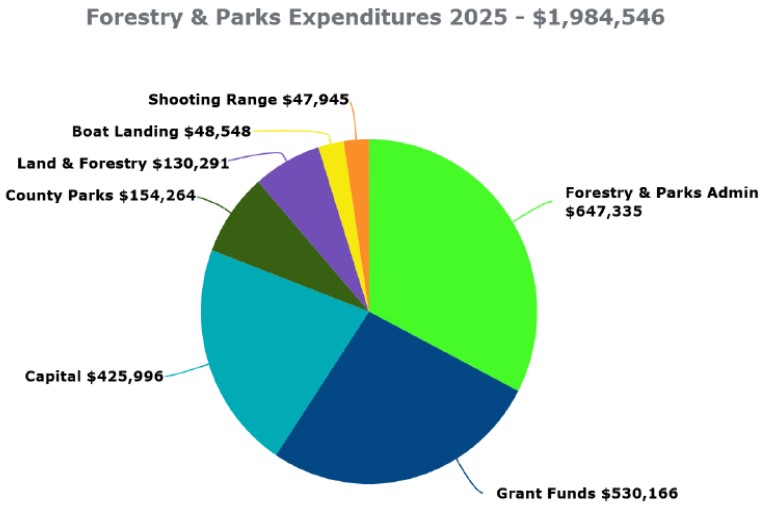
Financial

- The following projects were awarded grant funds in 2025:

○ NBS Harbor Improvement Project	$567,830.00
○ Pioneer Park Development	$93,750.00
○ Trail and Troute Rehab projects – 3 grants	$114,212.00
○ **Total 2025 Awarded Grants**	**$765,792.00**

There was a learning curve for the new administration in 2025. Projects grants that needed to be finished and the need to find additional funding sources was a challenge with taking over.





Current Challenges

- Staff turnover- Over the past 5 years, with the exception of the Account Specialist, the Forest, Parks, & Recreation Department has a new employee in every position as presented on the organizational chart. This has presented many challenges as current and new employees learn and acclimate to new roles and responsibilities, while at the same time striving to uphold the mission statements of both the department and Oconto County. Recruitment and hiring of seasonal staff to assist in the parks and campgrounds during the summer has also proven difficult in recent years.
- Reforestation of certain tree species, particularly red pine, is a 3+ year process, and requires specific timing, equipment, and planning to ensure it is done successfully. Aligning each individual part within the framework of the project as a whole has been, and will continue to be, difficult. Recent issues affecting the success of planting projects include limited availability of seed and nursery stock, lack of available contractors and equipment for site prep needs, and overall rising costs.
- As a result of many different factors, both locally and globally, the forest products industry in Wisconsin is changing. Mill closures across the state, and nationwide, are affecting the producer's ability to market forest products. This, in turn, causes producers to take a more cautious approach to buying and harvesting wood products. This caution is reflected in lower overall stumpage prices, less "desirable" sales going unsold, and fewer bids. Oconto County saw this play out on the county forest in 2025, as only 4 sales were being actively harvested after May 2025. As a result, the department did not meet the timber sale budget of $720,000.
- Planning and budgeting for large-scale projects has been challenging. The process to complete large projects, such as bridge replacements and the North Bay Shore harbor dredge, typically requires grant funding and engineering services. There is a lack of continuity pertaining to costs between grant

application funding requests, projected costs and budgeting, and awarding final bids, which are being submitted with total costs that are significantly higher than cost estimates. This requires grant amendments and re-submittals, which further delays timelines to complete the project which then requires grant extensions. The department is working on ideas to streamline this process.

On the Horizon

- North Bay Shore Harbor Improvement Project is scheduled to begin late summer/fall of 2026.
- Upgrading and replacing the electrical and water lines at North Bay Shore Campground.
- Improving Pioneer Park by adding a pavilion, bathroom, well, electricity, and fishing pier.
- Continuing with the replacement sign project at the boat landings and county parks.
- Bridge 23 Project- replacement of decking & sub-deck structure of NST bridge crossing the Oconto River south of Gillett.
- Little River Bridge- replacement of entire bridge crossing the Little River on the Oconto River State Rec Trail.

Oconto County
Health and Human
Services







2025 Annual Report

....promoting healthy and responsible families

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MISSION

To responsibly serve, support, and protect the people and places throughout our community

VISION

An empowered community where safety, sustainability, and well-being are enhanced by our work

VALUES

Accountability-
Ensuring decisions become actions

Excellence-
Providing the highest quality services

Respect-
Valuing the differences and perspectives of all

Integrity-
Being honest, fair, and trustworthy

Teamwork-
Collaborating to create effective and efficient solutions

DIRECTOR'S LETTER

Dear Health and Human Services Board Members:



The 2025 Annual Report highlights the continued outstanding accomplishments of the Oconto County Department of Health and Human Services staff in partnership with the Oconto County Health and Human Services Board.

The Administrative Support Division provides valuable administrative support to all staff and divisions including front desk calls and walk in client management, coordination of clinical appointments, prescription management, billing, accounting, ordering, and other functions. Fleet vehicles are managed by this team for use by county staff doing home visits, client transport, appointments, and attending training courses which have proven to be a significant cost savings to the county. The 2025 financial summary highlights a positive fiscal year in meeting consumer needs within budget.

The Public Health Division has been extremely active in 2025 developing new services in the county. The Death Review Team was initiated by Public Health to review childhood deaths and has expanded to review overdose and suicide fatalities. CATCH My Breath vaping prevention program continued in Oconto Schools and was expanded to Oconto Falls and Suring Schools in 2025. Safe Kids curriculum helps to educate child passenger safety and proper car seat installation, life jacket stations, and other safety programs to Oconto County. Public Health coordinates the Healthy Oconto County meetings with various community stakeholders working together to improve health factors in our community. Other coalitions that include Substance Use Alliance for Change, Transportation, and Opioid Steering Committee are actively meeting and are making excellent progress to make changes and improve resources in our community. Public Health has taken the lead on establishing NAMI North Bay, a partnership between Oconto and Marinette community members as a mental health and well-being community action team.

New to the Economic Support Division was taking on the Caregiver/Alzheimer Program that is a part of the newly established Aging Unit. Fraud investigations continued to be a priority and in 2025 capturing $121,802 in overpayments. Economic Support staff covered many call center shifts and their caseloads all while assisting peers to cover dashboard items coming due with vacations or leaves of absence. A true testament to their team spirit of helping each other. The Economic Support Team works together as a team and continues to provide high quality economic support services and is very high performing within the five county Bay Lake IM Consortium. They are recognized as part of the Bay Lakes Consortium that has one of the lowest error rates in the state at 3.8%, well below the federal mandated rate of 6% and much better than state administrated economic support programs at 10%. Kudos to this workforce for their accomplishments.

The Family Services Division consistently ranks at the top of State averages on several measured metrics regarding Child Welfare performance. As one of the highest-ranking counties statewide, Oconto County met monthly with out-of-home-placement clients 99.74% of the time with the federal benchmark at 95%. Management and staff aggressively pursue state grants to provide additional services and support to child welfare and youth justice families with a goal of keeping children and youth with their biological family or family members whenever possible. The division advocated financial grant support for our foster home and kinship programs. A Christmas and summer picnic is coordinated to bring together our excellent foster parents and children to celebrate. This year, an Oconto County foster home received State recognition for excellence in being foster parents. Targeted efforts include developing new services and creative case planning to reduce high cost out of home placements.

DIRECTOR'S LETTER



The Community Services Division continues to manage 24/7 crisis services during daytime and after hours under contract. Strong collaborations with internal partners and community stakeholders occurred in a multitude of services delivered this year by the division. Staff manage adult protective services and increased staff support to help screen calls related to APS inquiries upfront. OWI assessments continued and 2 therapists were hired to serve these cases referred to for substance use treatment and counseling services. The Comprehensive Community Services (CCS) Program saw growth and partnered with Marinette County for enhancing service delivery. 2025 saw trending growth in the Children's Long-Term Support (CLTS) caseload resulting in the need to hire a supervisor who also carries a reduced caseload due to State and Federal requirements to not have a waitlist. With this adjustment, and being fully staffed, we are seeing an end in sight with the waitlist likely in early 2026. Staff continue to meet with vulnerable citizens to assist them and offer support.

The Vocational Services Division located at New View celebrated their 51st year in operation. Several maintenance and upgrade projects were completed to improve the grounds including new flooring, painting, and other upgrades to the facility. Plans were put in place to upgrade the heating system and seek permission to add this to capital improvement project funding. Production programming continued this year providing opportunities for disabled adults to have meaningful work. Staff engage with the employees on the production floor to guide them in their important work. Recent trends have been to take work teams to businesses to provide work experience with the goal of businesses hiring them on. This summer, the CLTS summer program served twenty youth with some form of disability or impairment to provide a summer camp experience that provides high quality educational and experiential recreational opportunities to go places in the northeast region. The division also assisted with coordinating meaningful events held in the community, and during holidays made special treats that were delivered to our partner agencies and businesses that support New View. The Division also coordinates contracts for transportation as part of the Aging Unit that was newly formed in 2025 and procured vehicles for bus routes and applied for grants for a medical transportation vehicle.

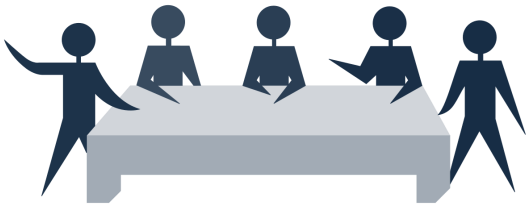
On October 31, 2024, the County Board established an Aging Unit within the Oconto County Department of Health and Human Services to oversee transportation, nutritional services, elderly benefit specialist and caregiver programs in 2025. In January of 2025, contracts were executed and services started for transportation services with Menominee Regional Transit and with Marinette County Elderly Services to provide congregate and home delivered meals. The Aging Unit transitioned the Elderly Benefit Specialist position to the Oconto Falls ADRC location which allows for nearly full compensation for this position utilizing a federal drawdown for the salary costs. The Alzheimer and Family Caregiver programs are coordinated within the Economic Support Division. Aging programs including the nail clinic, donation closet, and aging exercise programs are coordinated by Public Health. Oconto County Department of Health and Human Services submitted their Aging Plan FY 2025-2027 with the state agency that regulates aging services called GWAAR. Oconto County is in full compliance with an accepted plan, and the services are being run within the scope of budget parameters laid forth from GWAAR funding and with some county contribution. It is very fortunate the Health and Human Services Board and County Board made this decision to take these services on to create an Aging Unit. Many compliments were received over the course of 2025 about having a transportation bus now running, having good quality meals, and especially continuing the nail clinic which rates the top service to continue. Please note that this is not a mandated service through GWAAR, however, it is a service Oconto County continues to do to support our older adults. Every dollar as revenue or expenditure is tracked through our accounting department, with oversight of the Finance Department which will include audit review. Another plus to having the Aging Unit within the HHS Department with strong fiscal review.

DIRECTOR'S LETTER

As you see from our annual report's narratives and outcomes, there is an expansive range of mandated and essential services being delivered by our county HHS staff, New View staff, and contracted staff. As director, I am impressed with the work ethic and dedication of our employees to deliver high-quality, cost-effective services to our citizens. Some case situations have very tough living environments or circumstances where staff must sensitively negotiate with our clients and community requests. In 2026 we will have some challenges; however, through continued strong unwavering partnerships with our Health and Human Services Board, our County Board, and all other county departments, we will continue to be a strong, fiscally responsible agency that Oconto County can be proud of.

Regards,
Scott Shackelford
Director
Oconto County Department of Health and Human Services

2025 BOARD OF DIRECTORS AND COMMITTEE MEMBERS



Health and Human Services Board

Tom Bitters, Chair
6509 Sprise Road
Lena, WI 54139

Jolene Barkhaus, Vice Chair
7122 County Road E
Abrams, WI 54101

Barton Schindel
235 S Franklin Street
Oconto Falls, WI 54154

Stephanie Holman
127 S Oakland Avenue
Oconto Falls, WI 54154

Kathy Gohr
8811 Gohr Road
Krakow, WI 54137

Karl Ballestad
5585 Elm Avenue
Oconto, WI 54153

Julie Graef
201 4th Street
Lena, WI 54139

Tracy Winkler
12336 Rusch Lane
Gillett, WI 54124

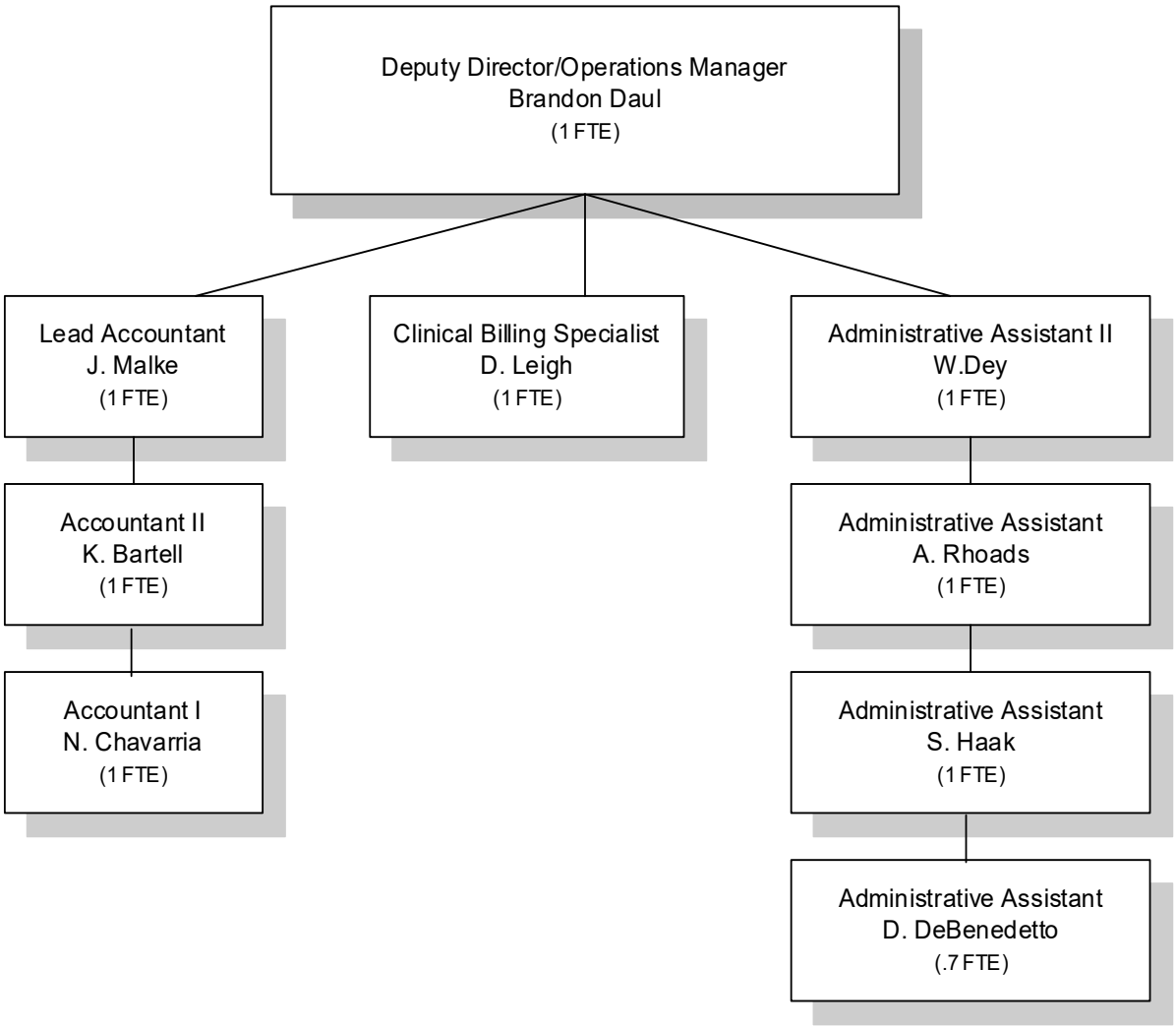
Aging and Disability Resource Center Governing Board Representatives

Kathy Gohr
Stephanie Holman

PROGRAM ORGANIZATIONAL CHART

ADMINISTRATIVE SUPPORT DIVISION

HEALTH & HUMAN SERVICES
ADMINISTRATIVE SUPPORT

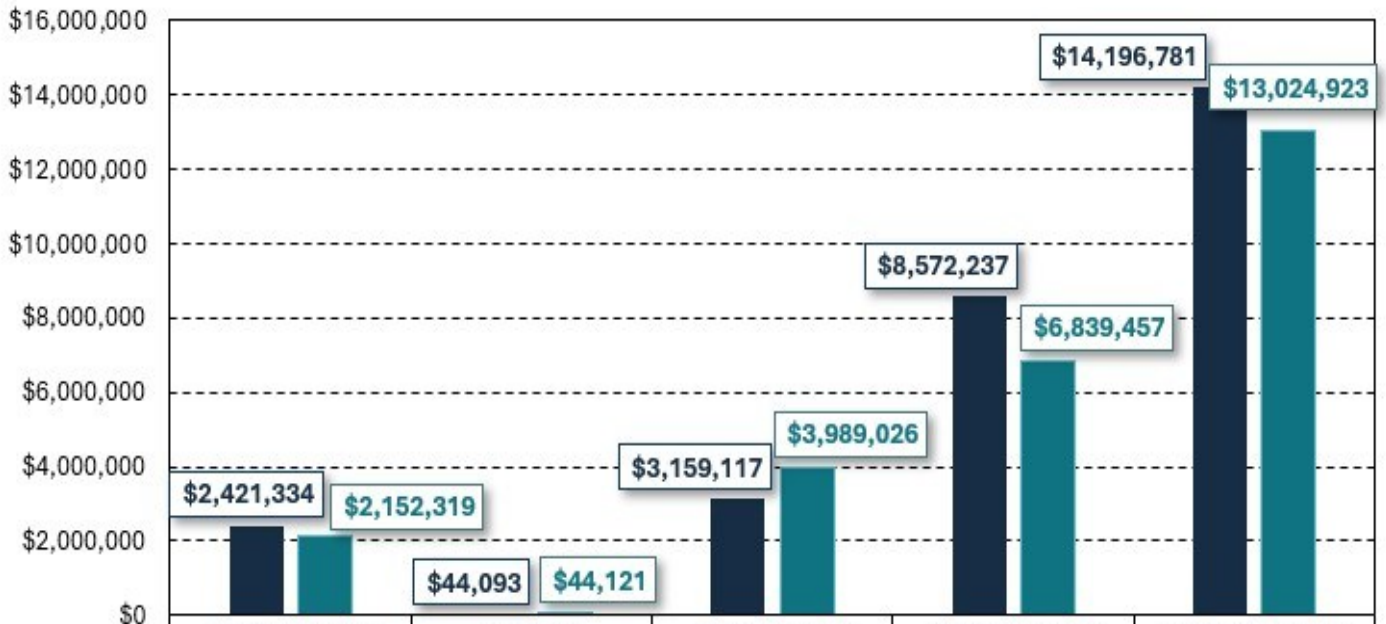


AUTHORIZED COUNTY POSITIONS: 9
COUNTY FTE: 8.7

12/31/2025

2025 Financial Summary

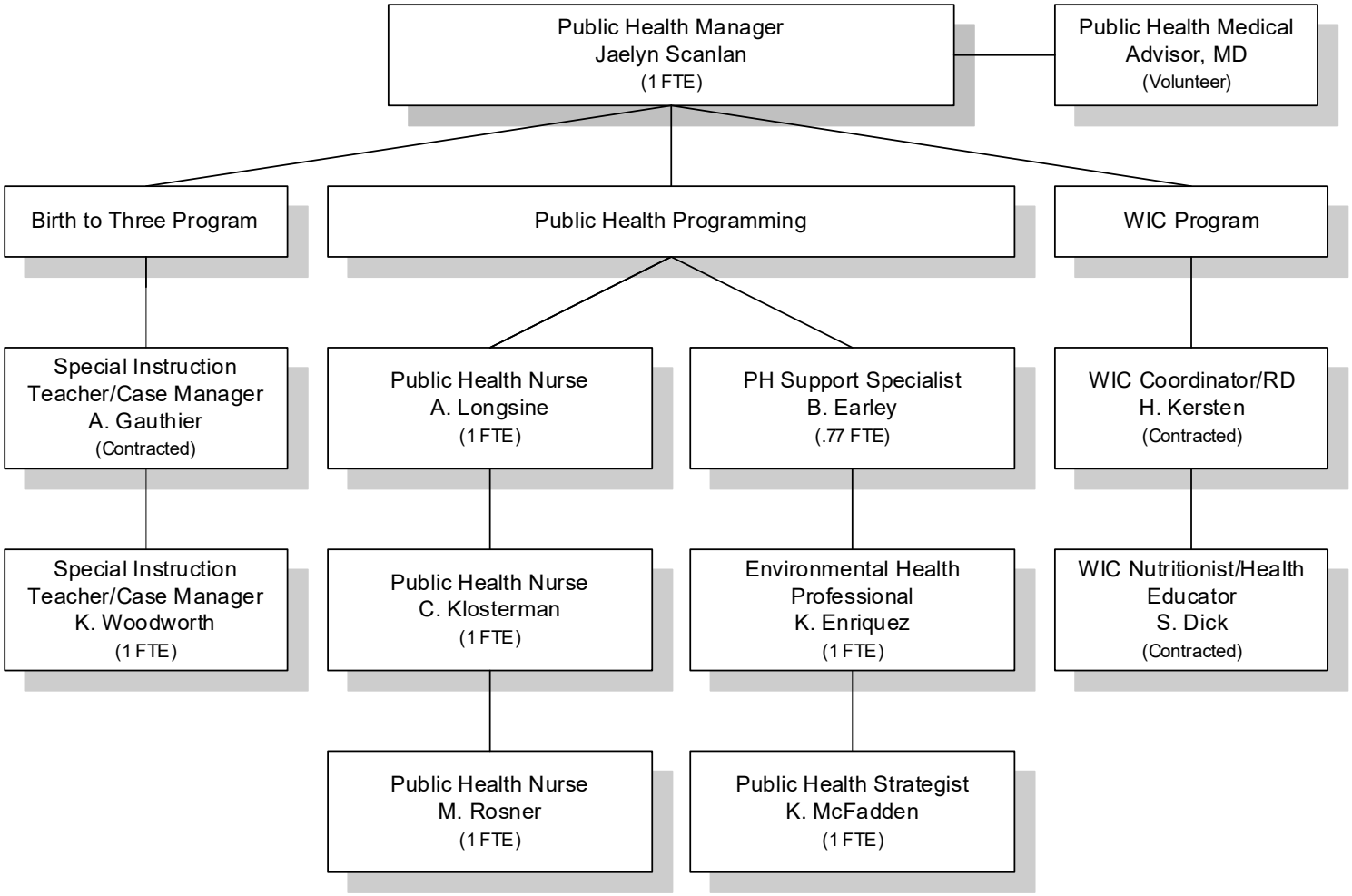
Oconto County Department of Health and Human Services



	COLLECTIONS	GRANTS	COUNTY LEVY	STATE/FEDERAL	TOTAL EXPENSES
2024	$2,421,334	$44,093	$3,159,117	$8,572,237	$14,196,781
2025	$2,152,319	$44,121	$3,989,026	$6,839,457	$13,024,923

PUBLIC HEALTH DIVISION

HEALTH & HUMAN SERVICES
PUBLIC HEALTH



AUTHORIZED COUNTY POSITIONS: 8
COUNTY FTE: 7.77
CONTRACTED POSITIONS: 3

As of 12/31/2025

Communicable and Vaccine Preventable Disease Prevention and Control



Communicable Disease Cases by Category

Communicable Disease Prevention and Control is the investigation and implementation of measures to contain communicable diseases.

**See Appendix for disease by category.*

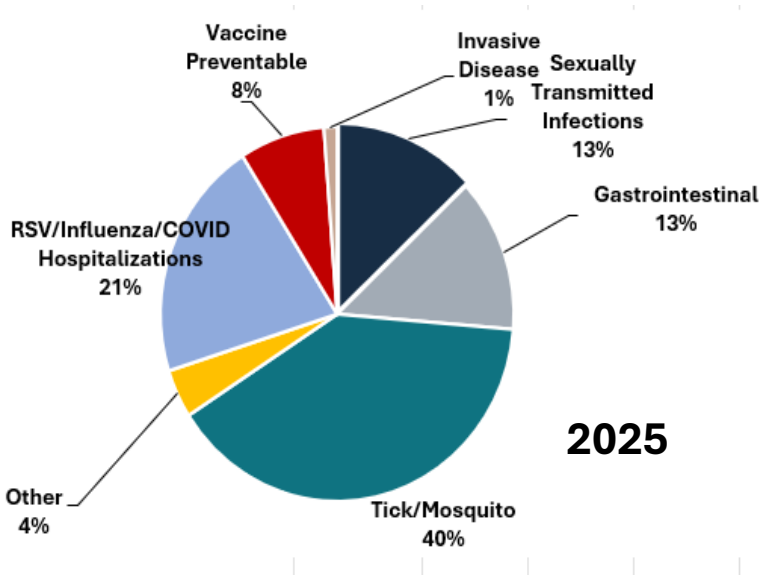
Total Cases Reported in 2025

940

Total Confirmed/Probable Cases in 2025

508

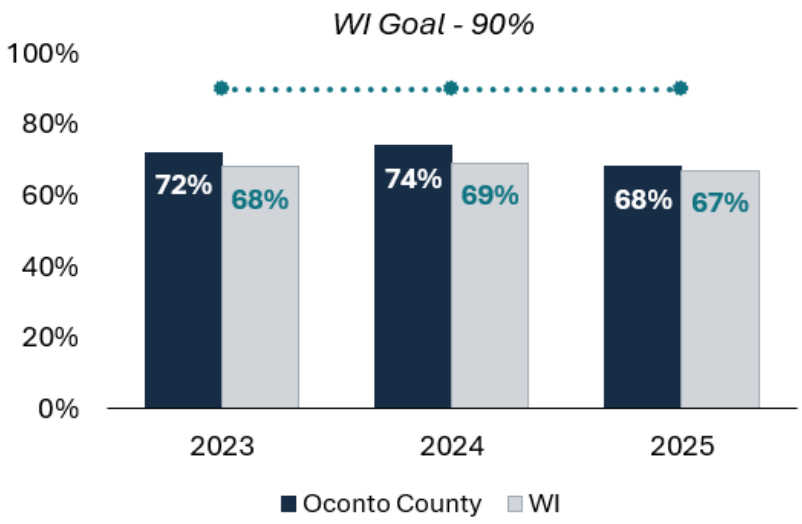
**percentages are based off of confirmed and probable cases*



% of Oconto County 2 Year Olds Fully Immunized *

Immunization rates remain lower than pre-pandemic levels. Strategies implemented thus far have not reached the intended impact.

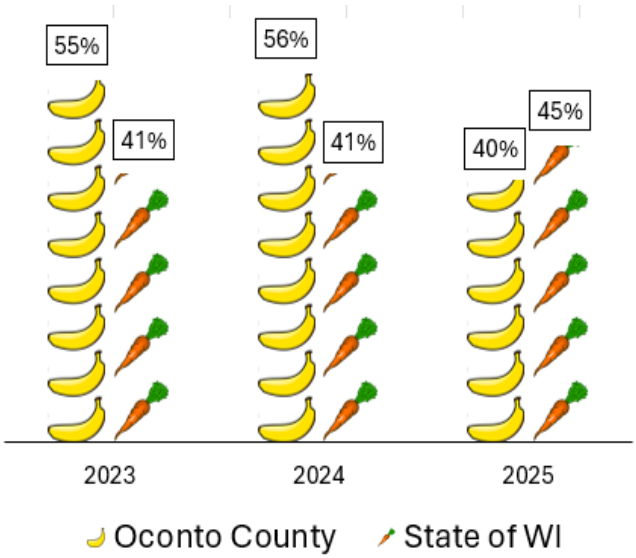




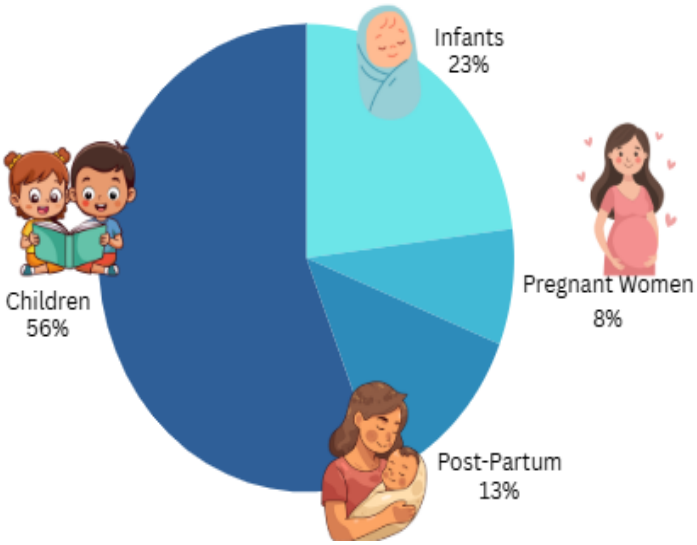
Woman, Infants & Children (WIC) Program

The WIC Program provides supplemental foods, health care referrals, and nutrition education for low-income pregnant, breastfeeding, and non-breastfeeding postpartum women, and to infants and children up to age five who are found to be at nutritional risk.

Farmer's Market Nutrition % of Check Redemption



WIC Participants by Group

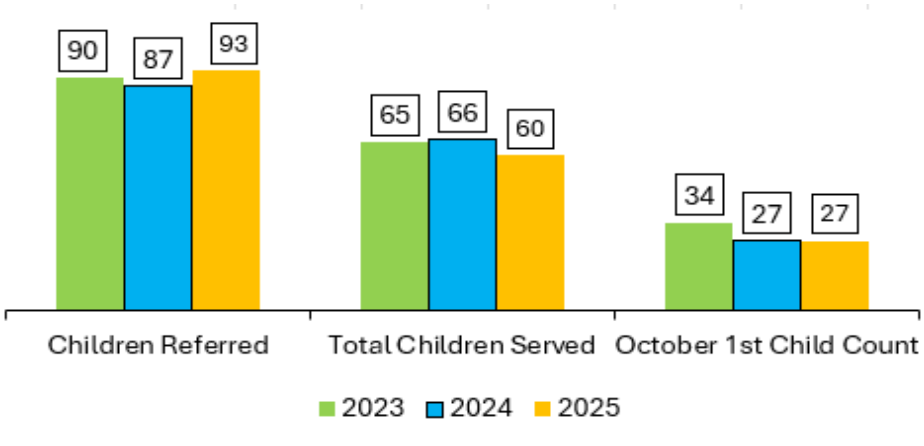


Average monthly total = 283

Birth to 3 Program

Birth to 3 Program is an early intervention program for infants and toddlers with developmental disabilities.





In October 2025 the State of Wisconsin notified Oconto County after it's annual review that its program is compliant for the required indicators and no findings of non-compliance were issued.

Healthy Oconto County

The Healthy Oconto County Steering Committee continued its oversight of the implementation of the Community Health Improvement Plan. The purpose of this steering committee is to mobilize people, organizations and stakeholders in our community to collaboratively address issues that impact the health of the residents in our county. Partners include Bellin Health/ Emplify, CESA #8, HSHS St. Clare Hospital, North Lakes Community Clinic, Oconto County Sheriff's Office, Oconto County Public Health, Tri-County Unity Way and Libertas. Our three focus areas and highlights of the groups are listed below.

Substance Use Alliance for Change/ Opioid Ad-Hoc Steering Committee

- Hosted a strategic planning session with the Alliance for WI Youth
- Participated in the Youth Mental Health Fair at Oconto High School, engaging with 117 youth about marijuana and vaping
- Conducted interviews with 51 community members as part of the "100 Cups of Coffee" campaign- Identified the Oconto Falls Beach as an area where youth participate in Substance use activities.
- Teamed up with the OC Tavern League to design a billboard promoting Safe Ride and highlighting the Recovery Center
- Collaborated with all county pharmacies to distribute Deterra bags as part of safe medication disposal efforts
- Presented at the Oconto Tavern League Meeting to advocate for a Healthy Oconto County
- Addressed the Oconto County Tourism Committee during public comment to discuss AODA issues and the significance of dry events
- Opioid Ad-Hoc Steering Committee approved 13 requests for funding

Mental Health - Health and Well-Being Community Action Team

- NAMI North Bay affiliate formally recognized by Wisconsin National Association of Mental Illness. NAMI North Bay is a partnership between Oconto and Marinette County community members
- Establishment of trigger lock and handgun safe loaner program
- Speaker on the impacts of social media to physical and mental health brought to speak with students at local school districts and parents
- Hosted Mental Health for Men event. 126 people attended the event with speaker Tom Farley
- Establishment of Walk N Talk groups at local schools for community members to stay active and socially connected during the winter months
- Participation in suicide awareness events and mental health fair
- The Little Heart Project; Distributed crochet hearts with positive messages across Oconto County.

Transportation

- Continued to support integration of Oconto County Transit into the community
- Saw ridership grow continually throughout the year
- Integrated Transporting Oconto County with the Northeast Wisconsin Transportation Committee, revised our vision statement to align with both groups and now hold joint quarterly meetings



New Initiatives

CATCH My Breath

CATCH My Breath is a vaping prevention program taught to middle school students by Oconto County Public Health nurses. This program empowers students with the knowledge and skills needed to make informed decisions about vaping and resist the social pressures to vape. It is the only school based vaping prevention program proven to reduce the likelihood of vaping among youth. Public Health was able to add one new school district in 2025 and hopes to be in all five school districts by then end of 2026.

- In 2025, 485 students from Oconto, Oconto Falls, and Suring School Districts participated in the program.
- After the course 99% of students felt comfortable saying no if a friend asked them to vape

Safe Kids Worldwide

- Safe Kids Worldwide is a nonprofit organization that works to reduce unintentional injuries to children ages 0-19 . Children's Hospital is the lead organization for Safe Kids Wisconsin and Public Health is the lead agency for Safe Kids Oconto County.
- Our partnerships with local and state partners have helped us to further strengthen our child passenger safety program, Kids Don't Float Lifejacket loaner stations and to develop a Cribs for Kids safe sleep program.
- Coalition members of Safe Kids worked to bring fire prevention, pedestrian and bicycle safety, protective gear on ATVs, proper medication disposal, poison education and secure firearm storage to local communities in 2025.

SAFE KIDS OCONTO COUNTY

Child Death Review Team

The Death Review Team, led by Public Health, that started reviewing child deaths in 2024 expanded their prevention work to address suicide and overdose fatalities in 2025. This confidential multidisciplinary team has further strengthened prevention focused partnerships. During 2025, we collaborated with a variety of non-traditional partners to bring more comprehensive perspectives to our prevention recommendations. This work is done in partnership with technical support from the Medical College of Wisconsin and Children's Health Alliance of Wisconsin.

Keeping Kids Alive IN WISCONSIN
Children's Health Alliance of Wisconsin

The goals of our team are to:

- Increase our understanding of how and why people die unexpectedly in our communities to make a meaningful impact locally, regionally and statewide
- Identify risks and protective factors that inform prevention programming
- Improve health, safety, prevention and support in our communities
- Prevent similar deaths from occurring through informed policies and programs

Safety Town

Oconto County Public Health collaborated with Oconto Area Non-Profit Child Care on a 2-day bike safety and general safety program called Safety Town. 31 children ages 4-9 learned a range of safety topics including pedestrian, bicycle, fire and water safety. Instruction was provided by Public Health staff along with guest speakers from the Sheriff's Office, Police Department, Fire Department, and Oconto Middle School. The children also demonstrated their understanding of safety topics by participating in an interactive road mat activity using tricycles.

Environmental Health Overview

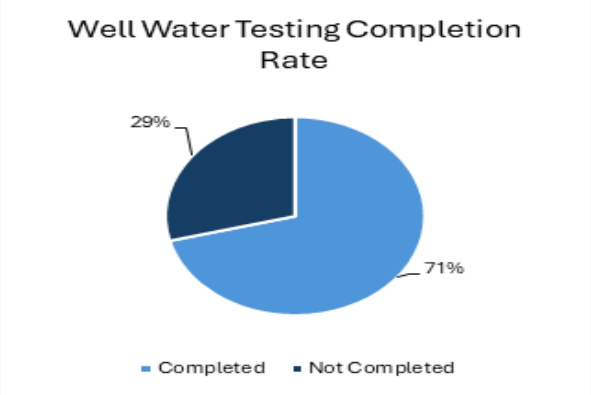
Public Health's environmental program assists community members and agencies needing assistance with general environmental health issues. These issues range from air quality, well water, questions about business licensing, food quality, mold, radon, vector control, sanitation and various others.

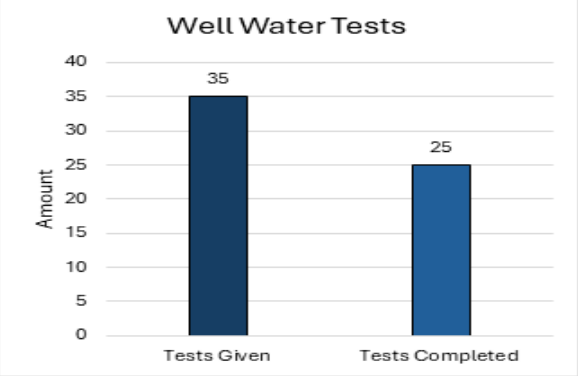
Human Health Hazards (not counting lead cases)

- 10 new cases were opened, 0 required new placards.
- 1 previous placard was removed as the orders placed were met and the case was closed.

Well Water

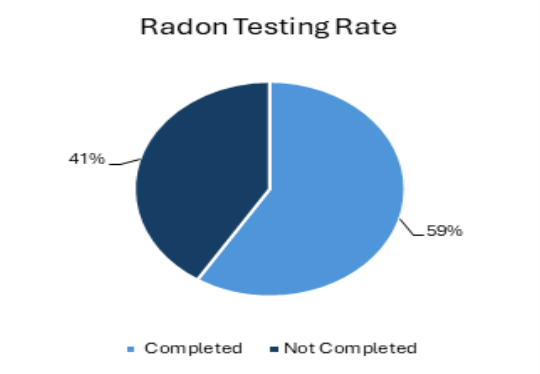
- 35 tests given out, 25 completed with a 71% completion rate.
- Public Health participates in a Health Conservation working group made up of county Land and Water Conservation and Public Health Departments statewide. This partnership identifies solutions to groundwater issues.

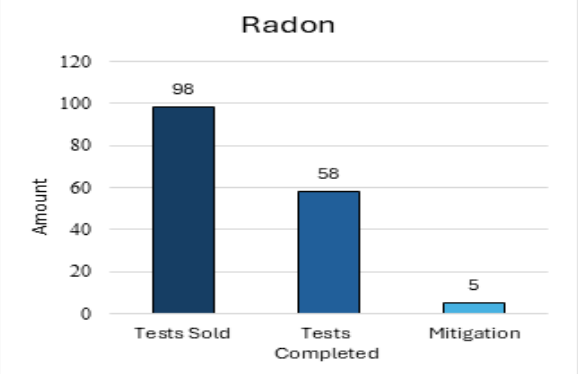




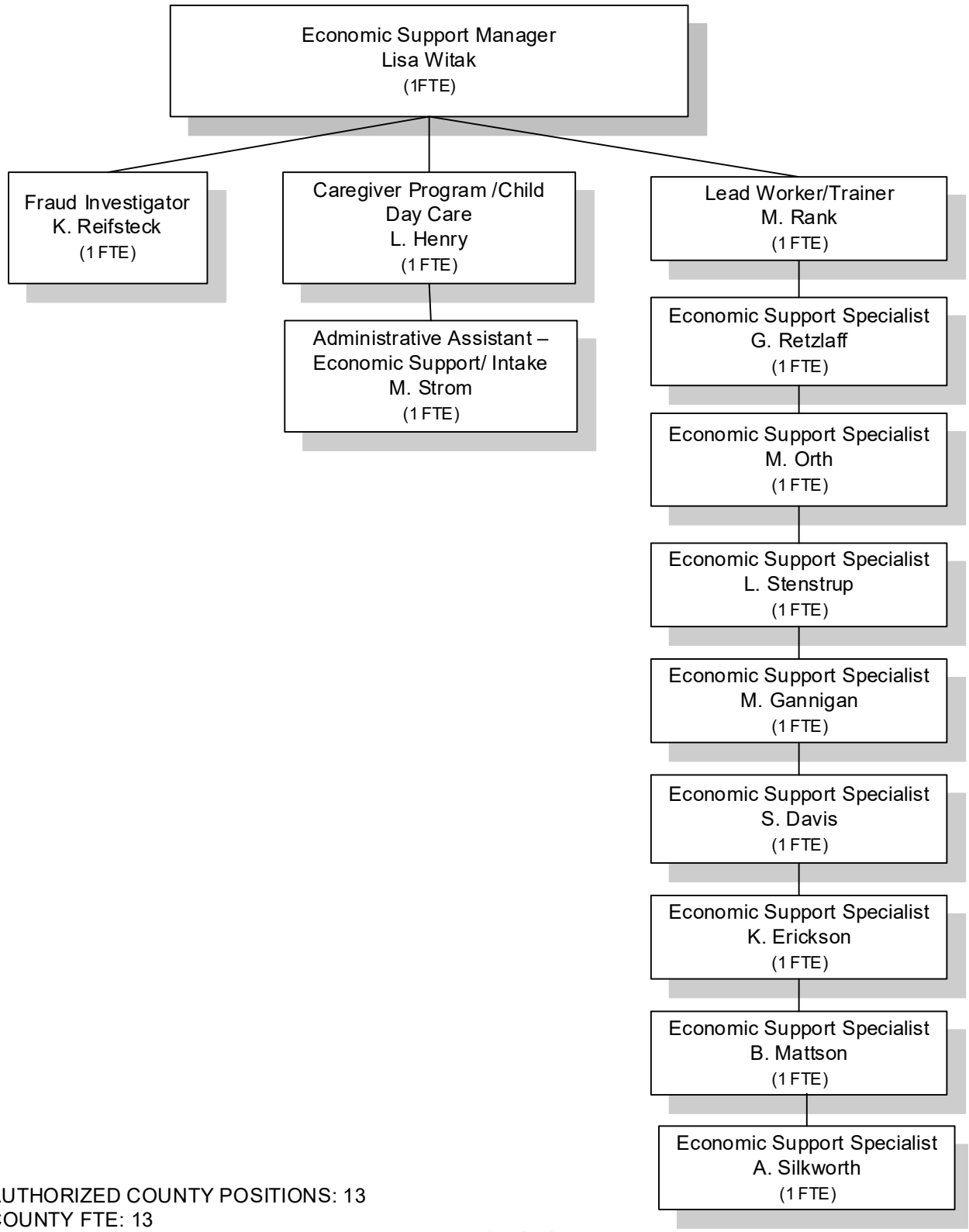
Radon

- 98 tests were purchased.
- Total of 58 tests completed with a 48% completion rate.
- 5 completed mitigation that Public Health was made aware of.





HEALTH & HUMAN SERVICES
ECONOMIC SUPPORT



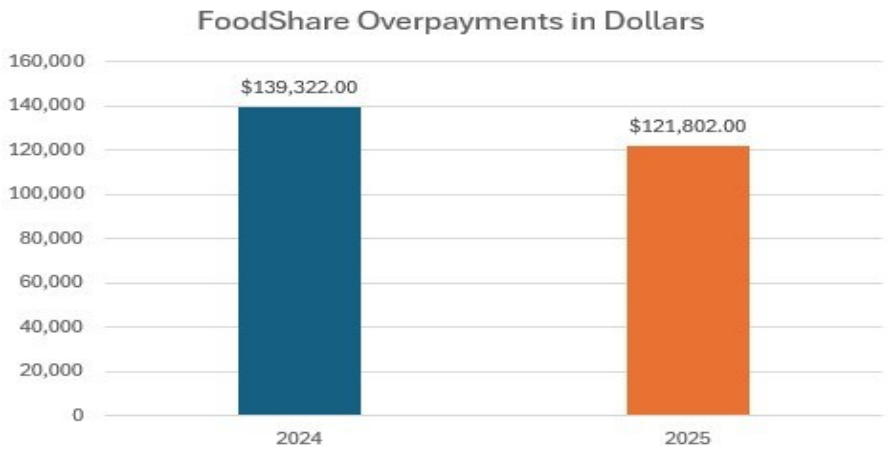
AUTHORIZED COUNTY POSITIONS: 13
COUNTY FTE: 13
CONTRACTED POSITIONS: 0

As of 12/31/2025

Fraud Investigations

2025 Fraud Statistics

Foodshare Overpayments $121,802.00



72	2	15
Investigations	Criminal Referrals	Intentional Program Violations/Citations



2025 Fraud Focus

- Based on new rules and regulations that came into effect in 2023, Fraud Investigations can no longer be conducted the way they have historically been processed. The new State rules and regulations mandate that all Intentional Program Violations must be processed via the Court System or by an Administrative Hearing. This puts extreme additional time processing strain on not only the Fraud Investigator, but also Corporation Counsel and the County Court System.
    - ◊ As a result, our Fraud Investigator; Kim Reifsteck, with our County Corporation Counsel; Beth Ellingson, and Court Commissioner, all collaborated diligently to craft a successful, streamlined process that would be permissible under the new State rules and regulations.
    - ◊ The internal new process crafted, allows Oconto County to impose both a court ordered Intentional Program Violation Sanction as well as court ordered restitution/repayment.
    - ◊ The ultimate goal is that the Oconto County - Economic Support continues to be the best advocate of public-funded dollars. Oconto County Fraud Investigator, Kim Reifsteck, ensures those funds are properly allocated and/or recouped and shuts down fraudulent activities successfully and diligently.
    - ◊ We are thankful to have the support of Corporation counsel Judges and the District Attorneys office to prosecute these cases.

Foodshare Trafficking

Foodshare trafficking/misuse continues to be an issue, with the majority of instances being where the cardholder is incarcerated. The incarcerated person is the only person listed in the household, yet their FoodShare Card is being used. The Fraud Investigator, Kim Reifsteck, gets these tips from workers and from the jail when it is heard during inmate phone calls.

Utilization of video and store receipt requests are used in identification of different people using the FoodShare cards. Phone number reports are also run and referenced to see who is checking the card balances.

2025 Trends

- Overpayment trends continue to be household composition cases. There are two top household composition investigations that are prevalent. The first scenario often seen is: the significant other will be added to the case, income verification for the household is requested and received back having to include the recently added significant other's income into the household, resulting in the household now being over the income limit. In turn, the primary person will then call and report the significant other out of the home falsely. The second frequent scenario is: The household initially reports the minor child as residing in the home. However, after the child turned 18, graduates from high school, and begins earning income that is countable for FoodShare purposes, the household reported that the child had moved out. Even though the child continues to reside in the home.

Child Care/Wisconsin Shares

Child Care/Wisconsin Shares Subsidy

	Total Families	Children Served	Total Benefits Utilized	Average Utilized Per Child	Provider Locations Paid
Licensed Group	66	102	$501,734	$4,919	26
Public School Program	1	1	$4,110	$4,110	1
Certified School Age Program	0	0	$0	$0	0
Licensed Family	7	11	$44,210	$4,019	5
Regular Certified	0	0	$0	$0	0
In-Home Regular Certified	0	0	$0	$0	0
Provisional Certified	0	0	$0	$0	0
In-Home Provisional Certified	0	0	$0	$0	0
Total	**74**	**114**	**$550,054**	**$4,825**	**32**

Child Care Bridge Payments (CCBP)

CCBP is a limited 12 month program that runs with Child Care Counts funds ending in June 2025. This program is meant to bridge the gap in funding to Child Care providers. CCBP payments go directly to providers on a monthly basis. The payments help provide the financial stability needed for facilities to stay open, recruit and retain qualified staff, and continue providing high quality care for children.



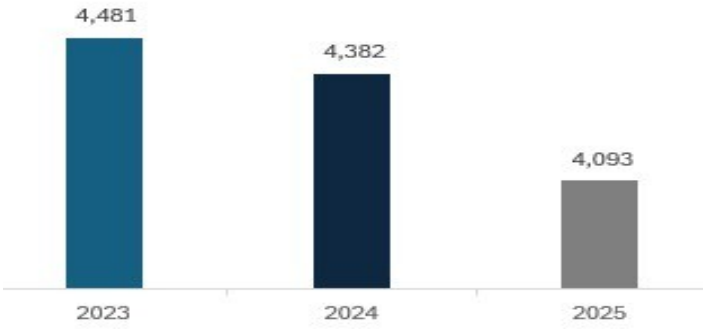
2025 Child Care Program Highlights

Child Care Provider Statistics

Currently, Oconto County has 8 Licensed Family, and 7 Licensed Group Providers. Four providers are not participating in the YoungStar Quality Rating system to be able to have children authorized to their facility.



Economic Support Caseload Quantities

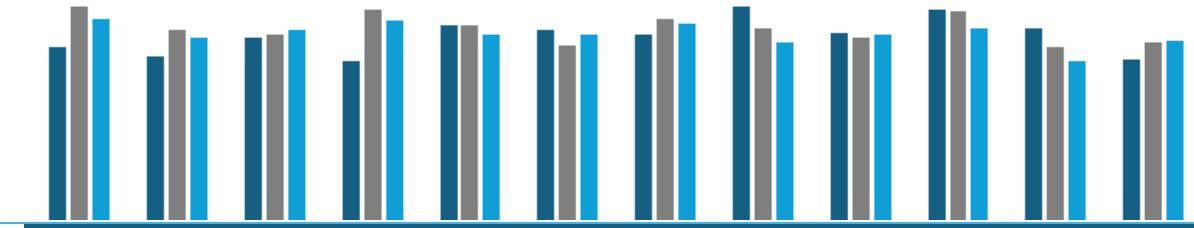


**Caseloads include servicing: Badger Care, Medicaid, Long-Term Care Medicaid, Caretaker Supplement, Medicare Premium Savings, Family Planning Supplement, Child Care and Food Share programs.*

At the end of 2025, average caseload size was approximately 455 cases per Economic Support Specialist.

The team continues to work through challenges and work through the immense high volume of documentation and follow-up with quality still being a primary value.

Economic Support Call Center Coverage Shifts

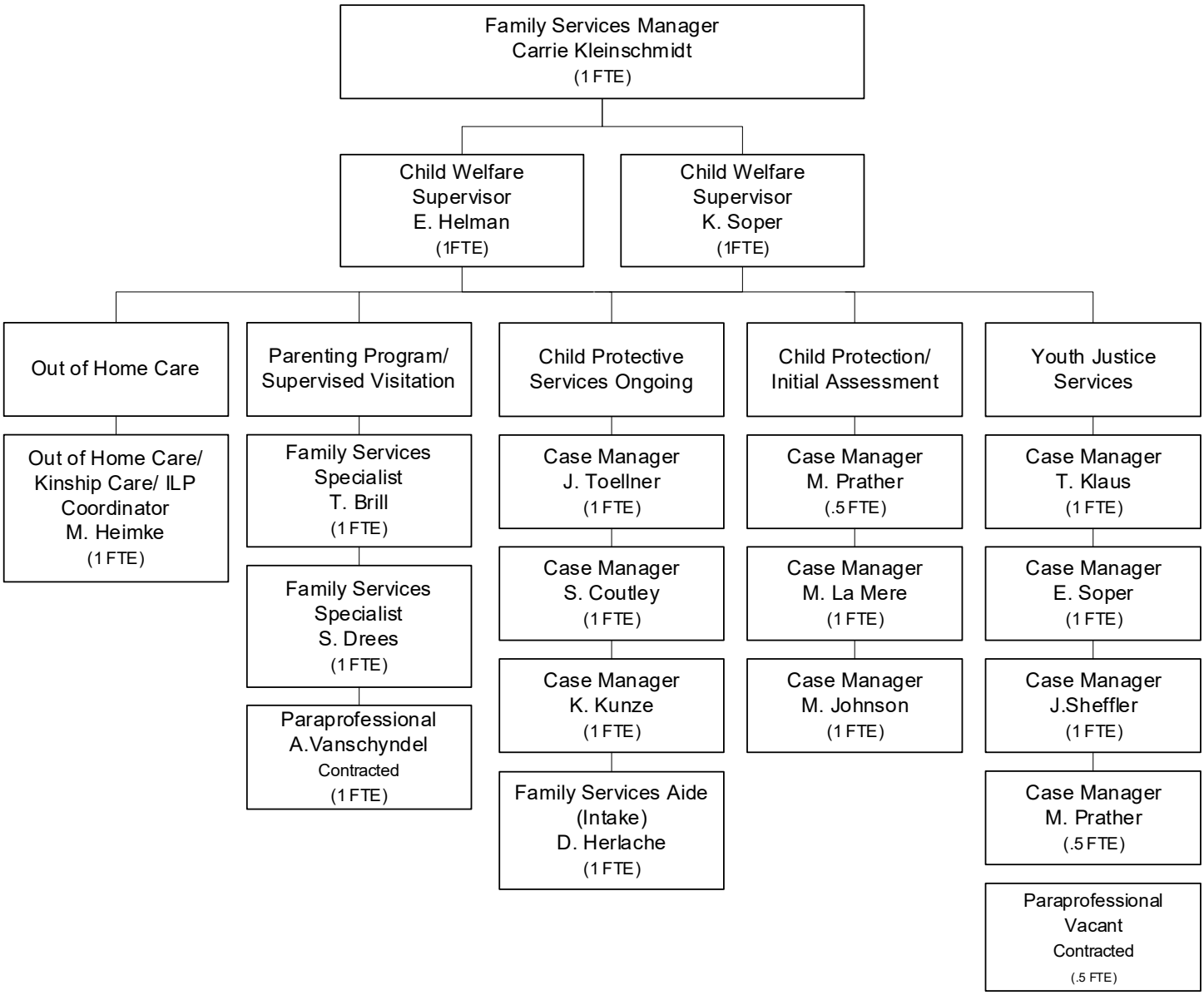


	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2023	74	70	78	68	83	81	79	91	80	90	82	69	945
2024	91	81	79	90	83	75	86	82	78	89	74	76	984
2025	86	78	81	85	79	79	84	76	79	82	68	77	954

- The call center line services all current members as well as those interested in applying to receive services within our consortium – Bay Lake Consortium Call Center. The consortium call center services Brown, Shawano, Door, Marinette and Oconto counties. Services offered via the call center are: Badger Care, Medicaid, Long-Term Care Medicaid, Caretaker Supplement, Medicare Premium Savings, Family Planning Supplement, Child Care and Food Share programs.
- Call Center coverage shifts are 4 hours in duration and vary by day as well as mornings or afternoons. We currently have 8 Economic Support Specialists and 1 Lead Worker. The Lead Worker does have reduced call center shifts to supplement other duties assigned. On average, an Economic Support Specialist will have 10+ shifts monthly.
- In 2025, Oconto County continues to have a trusted and looked upon Economic Support Division. The team produces high-quality work and assists other counties within the Bay Lake Consortium when able. The team remains affluent within the principles and practices that often change at the state level, all while maintaining great quality and customer service.
- Updates to the computer system in October by the State resulted in many issues. This has created a need for more S.O.S. responses, meaning workers not scheduled for call center needing to take calls due to volume or wait times. Consortium managers and HHSD Directors are addressing this with the State DHS as it creates frustration for both members and employees.



HEALTH & HUMAN SERVICES
FAMILY SERVICES



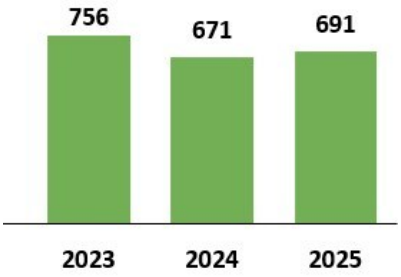
AUTHORIZED COUNTY POSITIONS: 16
COUNTY FTE: 16
CONTRACTED POSITIONS: 1.5

12/31/2025

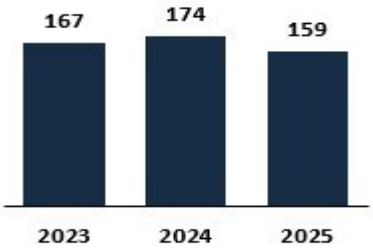
Child Abuse and Neglect/Service Reports

A child abuse and/or neglect report is assessed by the division to determine the course of action. The types of abuse and/or neglect and the investigation results are tracked. At times, case managers offer voluntary services to families where there are concerns in the home that do not rise to the level of requiring a Child Protective Services investigation.

of Reports

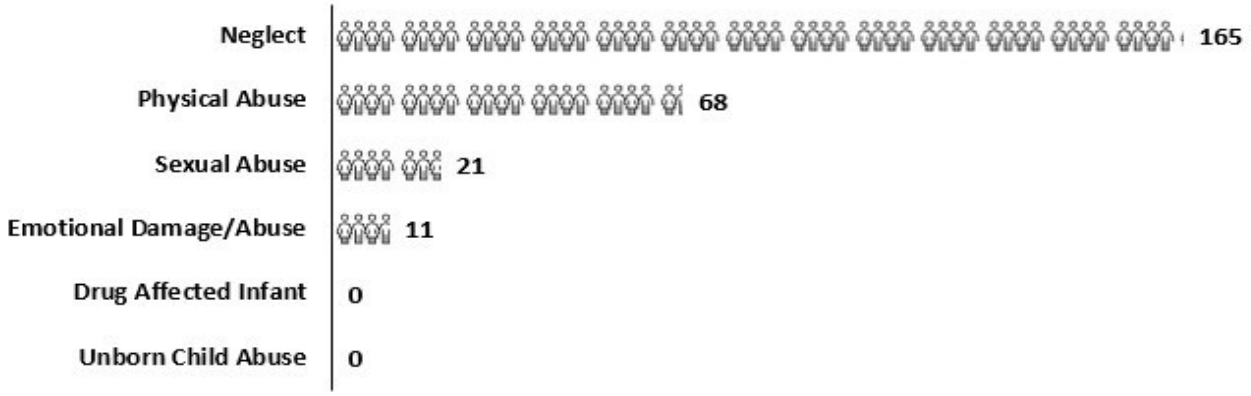


of Screened In Reports





Child Abuse and Neglect Investigations in 2025 (Children Affected)





When a report is received by the Department and screened in, the assigned case manager has 60 days to complete the investigation and write the initial assessment report.

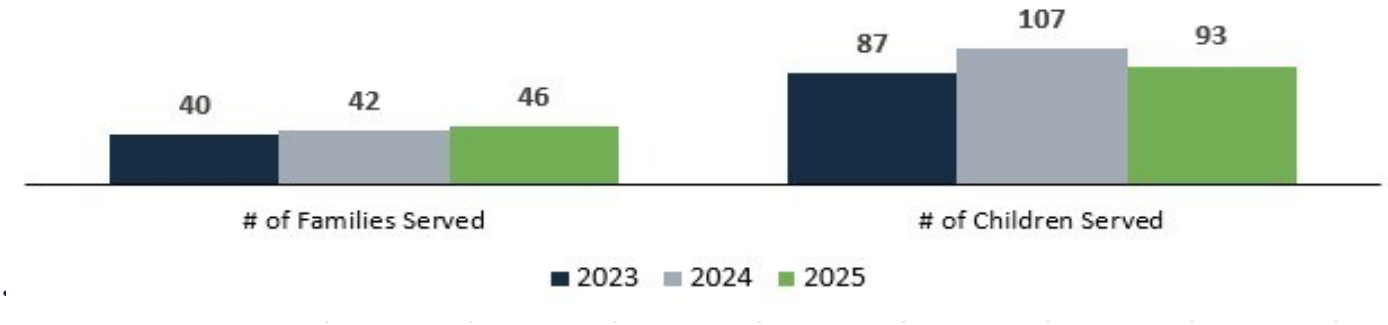
Oconto County case managers are completing initial assessments

100%

timely as compared to the state average

84.1%.

2025 Parent Education and Supervised Visitation



Oconto County currently offers two different parenting programs.

- The Parent Empowerment Program is Oconto County's primary parenting program that is offered year-round. The goal of this program is to empower parents to raise happy, healthy children. This is done by teaching skills to parents, building confidence, positive role modeling, connecting to available services in the community, and providing information to gain knowledge to be a better parent. These services are currently being offered in the home of the parents. The amount of time that the program takes to complete can vary depending on the participation of the parent.



- The Parent Project® is a program for parents with children ages 10-18 who have challenging behavior issues. This is a 12-week group-based program that is offered two times per year. In the Parent Project model, facilitators work directly with parents to help improve their child's school attendance and performance, reduce family conflict, curb drug and alcohol use, prevent runaways, stop violent behavior, and develop strong in-home prevention and intervention strategies.

Out of Home Placements



The Department of Children and Families recognized Oconto County's successful efforts at completing and documenting casework contacts for children in out-of-home care. The efforts of staff have directly contributed to Wisconsin exceeding the federal requirement that at least 95% of children in out-of-home care have face-to-face contact with a caseworker at least once a month.

As one of the highest performing counties statewide, Oconto County demonstrated the exceptional performance of **99.74%**. The state average is 96.9%.

Foster Homes	2023	2024	2025
# of Children	30	38	31
Cost	$301.394.53	$332,494.31	$270,043.39
Treatment Foster Homes	**2023**	**2024**	**2025**
# of Children	1	4	1
Cost	$32,965.64	$19,085.85	$4,444.18
Group Homes	**2023**	**2024**	**2025**
# of Children	2	0	0
Cost	$145,893.42	$0	$0
Shelter Care	**2023**	**2024**	**2025**
# of Children	2	1	1
Cost	$9,506.88	$3,025	$1,050
Secure Detention	**2023**	**2024**	**2025**
# of Children	15	5	7
Cost	$18,250	$7,320	$13,585
Respite	**2023**	**2024**	**2025**
# of Children	18	21	15
Cost	$12,760	$9,800	$7,590
Correctional Facilities	**2023**	**2024**	**2025**
# of Children	0	0	0
Cost	$0	$0	$0
Residential Care Centers	**2023**	**2024**	**2025**
# of Children	3	4	2
Cost	$310,968.44	$358,734.42	$328,904.16
Subsidized Guardianships	**2023**	**2024**	**2025**
# of Children	18	18	20
Cost	$140,828.78	$148,200	$127,154.29
Kinship	**2023**	**2024**	**2025**
# of Children Voluntary	53	58	55
# of Children Court Ordered	21	14	14
Cost	$192,812.26	$238,309.71	$251,576.20
Supervised Independent Living	**2023**	**2024**	**2025**
# of Children	1	1	0
Cost	$480	$3,680	$0

2025 Licensed Foster Homes

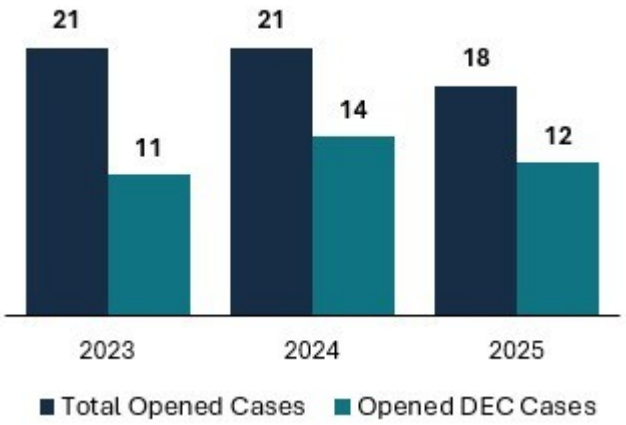


- Throughout 2025, Oconto County had a total of **25** foster homes.
- **6** of these homes were licensed for child specific placements.
- **19** of the homes were licensed to accept any children placed in out of home care.

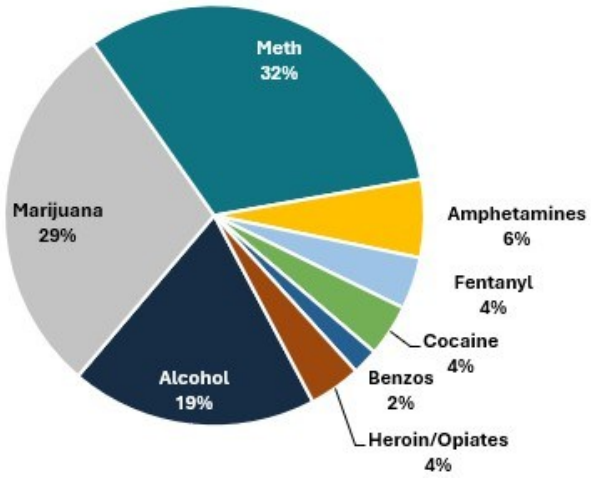
Oconto County CPS Drug Endangered Children (DEC) Data

The Drug Endangered Children (DEC) Program is a multi-disciplinary team to enhance the response to Child Protective Services cases and criminal cases involving drug endangered children. Drug endangered children are children who are exposed to caregiver drug use or lack of protection from their caregiver from other people's drug use. The program has a national level, a state level, and county level. Oconto County's program includes child protection, law enforcement, probation and parole, and public health.

CPS Cases Opened for Ongoing Services

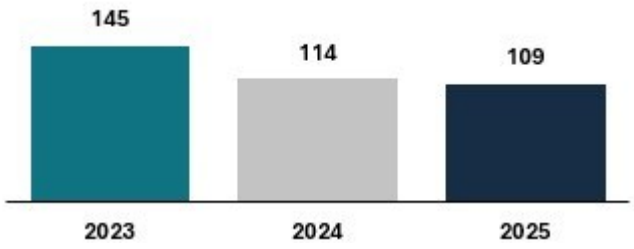


Caregiver Drug Use in DEC Investigations

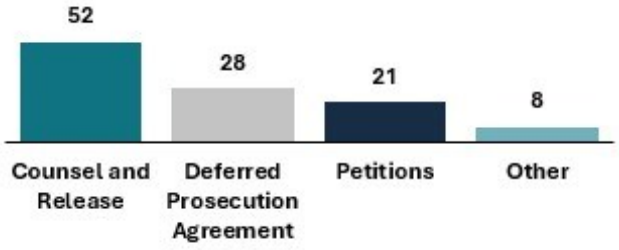


Youth Justice Services

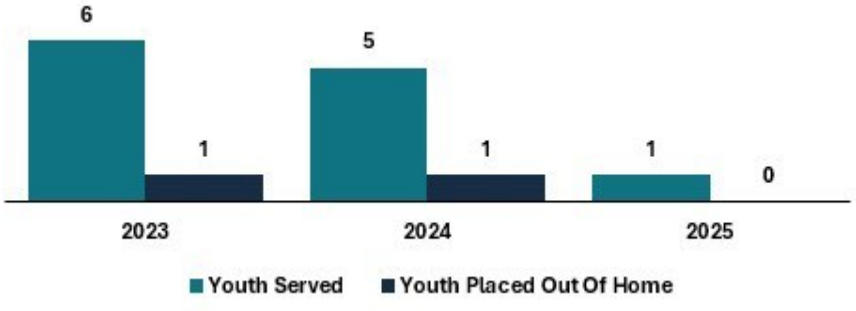
of Reports



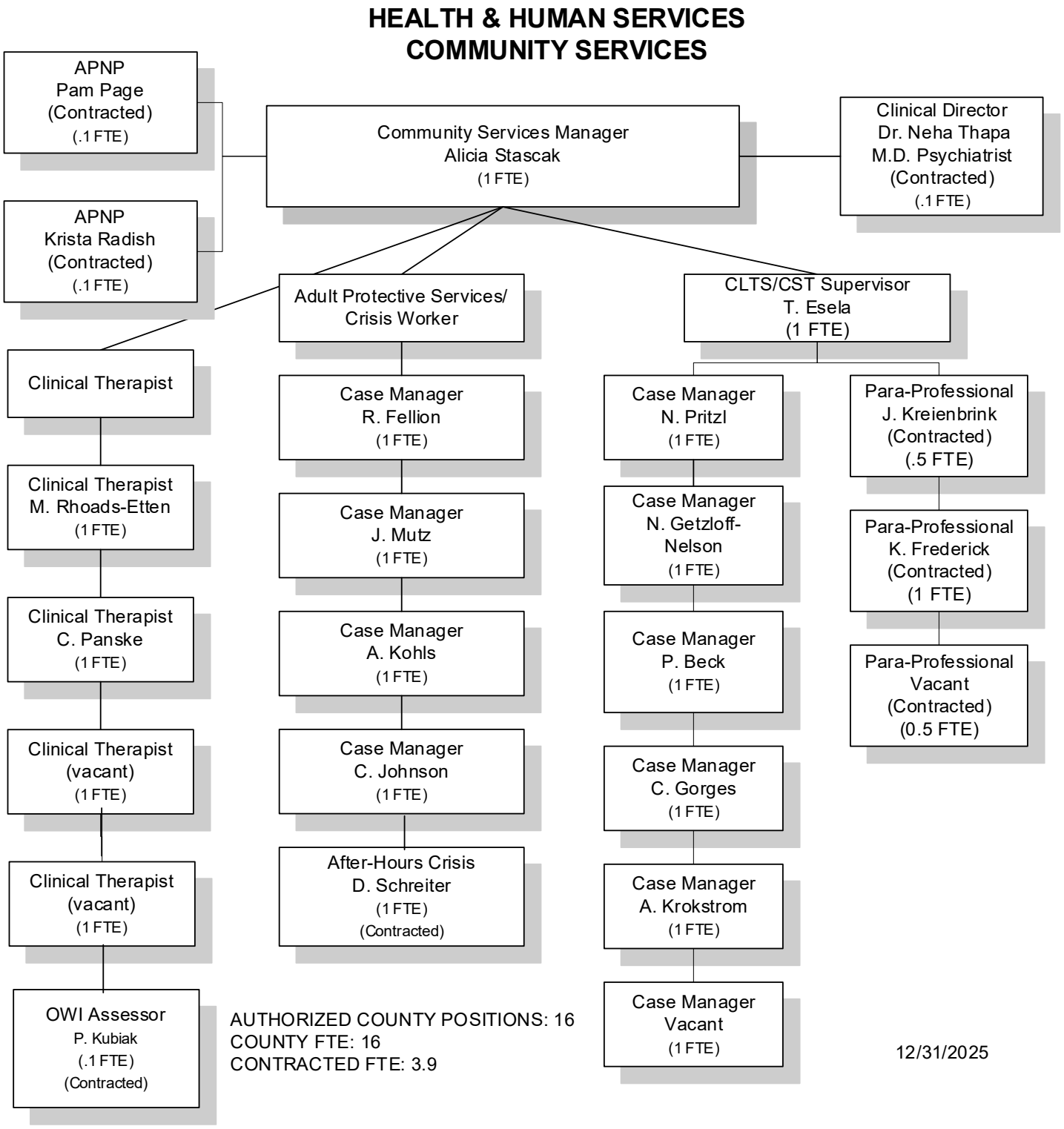
2025 Outcomes



Intensive Supervision Program



COMMUNITY SERVICES DIVISION



2025 Crisis Services/Adult Protective Services (APS)/ Elder At Risk Programs

Program	# of Adolescent Clients	# of Adult Clients	# of Elder* Clients	Total
Crisis Services	70	468	31	570
Adult Protective Services	0	39	0	38
Elder At Risk	0	0	104	104
Total	**70**	**507**	**135**	**712**

** Elder is defined as any adult over the age of 60*

Crisis Services

A mental health crisis can take many forms. Crisis Workers assess for safety risks and attempt to provide urgent assistance. A mental health crisis does not always mean someone is a danger to themselves or others.

2025 Achievements:

- Community outreach for Crisis Services 24/7 serving all of Oconto County.
- Connecting youth and adults with mental health and substance use recovery services within the county.
- Partnered with Oconto County Sheriff's Department to transition after hours crisis line to operate out of the dispatch center.

The Crisis Services Program served:

273 Females

297 Males

2025 Emergency Medical Detentions (EM-1's)



COMMUNITY SERVICES DIVISION (cont.)

Adult Protective Services

Adult protective services investigate allegations of abuse, neglect and exploitation to vulnerable adults ages 18-59. Interventions may include referral to outside resources/ agencies, education, referral to law enforcement, guardianship or emergency protective placements.

The Adult Protective Services Program served:

12 Females

26 Males

Elder At Risk Program

Elder at Risk staff work with any person who is 60 years of age or older who has experienced, is experiencing, or is at risk of experiencing abuse, neglect, self-neglect, or financial exploitation.

2025 Achievements:

- Outreach presentations were done to expand awareness about Elder abuse.

The Elder At Risk Program served:

48 Females

56 Males

Children's Long Term Support Program (CLTS)

The Children's Long Term Support Program helps children with disabilities and their families. The services help children live their best lives at home and in the community. The program provides case management and funding for support services, skill development, physical aids and home modifications to help meet the children's needs.

In 2025, the CLTS Program served

175

Children

(160 Served in 2024)

The number of children in need of long-term support services continues to grow. In order to address this continued growth and be in compliance with State mandates, two CLTS Case Manager positions and one Supervisor positions were added in 2025. Additionally, three Case Managers were hired and one Supervisor position was created.

Month	# of Children Eligible for Program but on Waitlist
January, 2025	14
February, 2025	15
March, 2025	19
April, 2025	20
May, 2025	26
June, 2025	28
July, 2025	26
August, 2025	22
September, 2025	20
October, 2025	19
November, 2025	18
December, 2025	14

Outpatient Clinic

Our outpatient clinic offers counseling services for youth and adults who are experiencing mental health challenges and/or substance abuse issues.

MENTAL HEALTH COUNSELING

A mental illness is a condition that disrupts a person's thoughts, feelings, social skills, and/or daily living.

- In 2025, two full-time dual therapists were hired. One started in February 2025 and the other in March 2025.

Number of Mental Health Clients

2024	2025
100	86

SUBSTANCE ABUSE COUNSELING

A substance use disorder is a pattern of use of an intoxicating substance leading to significant impairment or distress. The substance is often taken in larger amounts or over a longer period than was intended.

	2024	2025
• Number of Substance Abuse Clients	60	53
• Number of OWI (Operating While Intoxicated) Assessments	130	114
• Number of DSP (Driver Safety Plan) Clients	-	44

**Assessments were referred out due to staff vacancies*

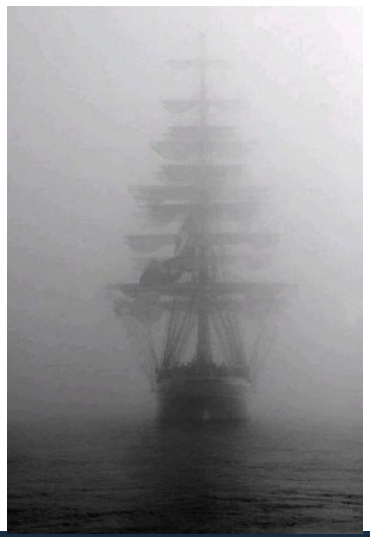
MEDICATION MANAGEMENT

The clinic offers medication management for individuals who require medication to manage their mental health symptoms. We gained a new APNP, Krista.

	2024	2025
• Number of Medication Management Clients	217	221

Changing Course Program

Changing Course is a voluntary program that is provided in conjunction with the Oconto County jail to provide education on substance abuse and addiction to inmates who wish to pursue true recovery from substance abuse addition. A recovery focused curriculum helps participating inmates make efficient use of time while incarcerated and abstinent.



40 Total # Referred to Program

23 Number Accepted

12 Number Rejected

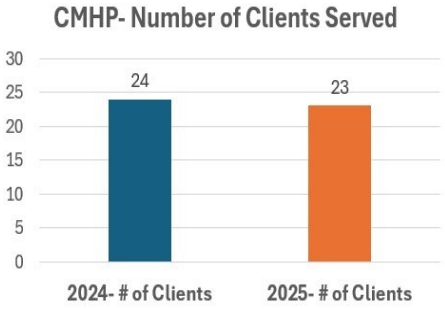
4 # Released before screened

Case Management Programs Overview

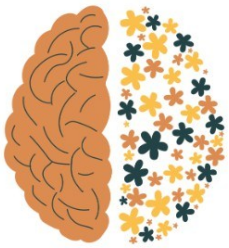
Oconto County Community Services division offers three different case management programs designed to support individuals of all ages living with mental health and/or substance abuse conditions. Each case management program provides community based support to help children/ adolescents, adults and their families achieve stability in the least restrictive setting. Case management through connection with community resources, treatment services, and on-going.



Community Mental Health Case Management Program (CMHP)



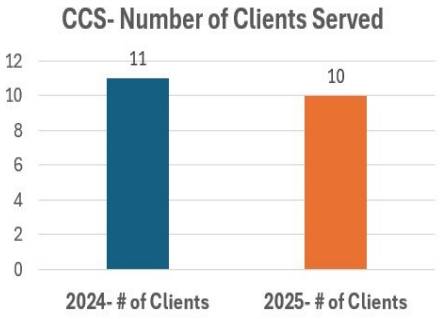
A Targeted Case Management program that provides support for adults with mental health through assessment of the needs, referrals to community resources and monitoring effectiveness of services and treatment.



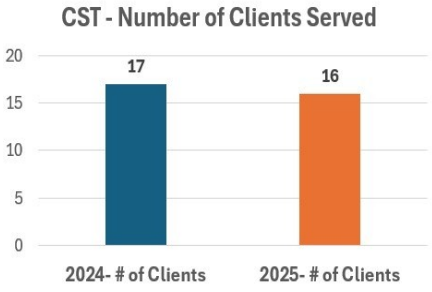
Comprehensive Community Services (CCS)



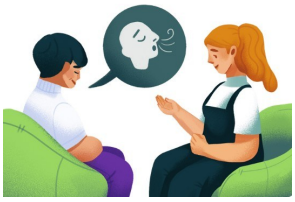
A Medicaid-funded program that provides adolescents and adults with mental health and/or substance use conditions with community-based services. Individuals determined functionally eligible for CCS receive intensive care management/service facilitation, outpatient counseling, and skills development services aimed at helping them achieve their recovery goals.



Coordinated Service Teams (CST)

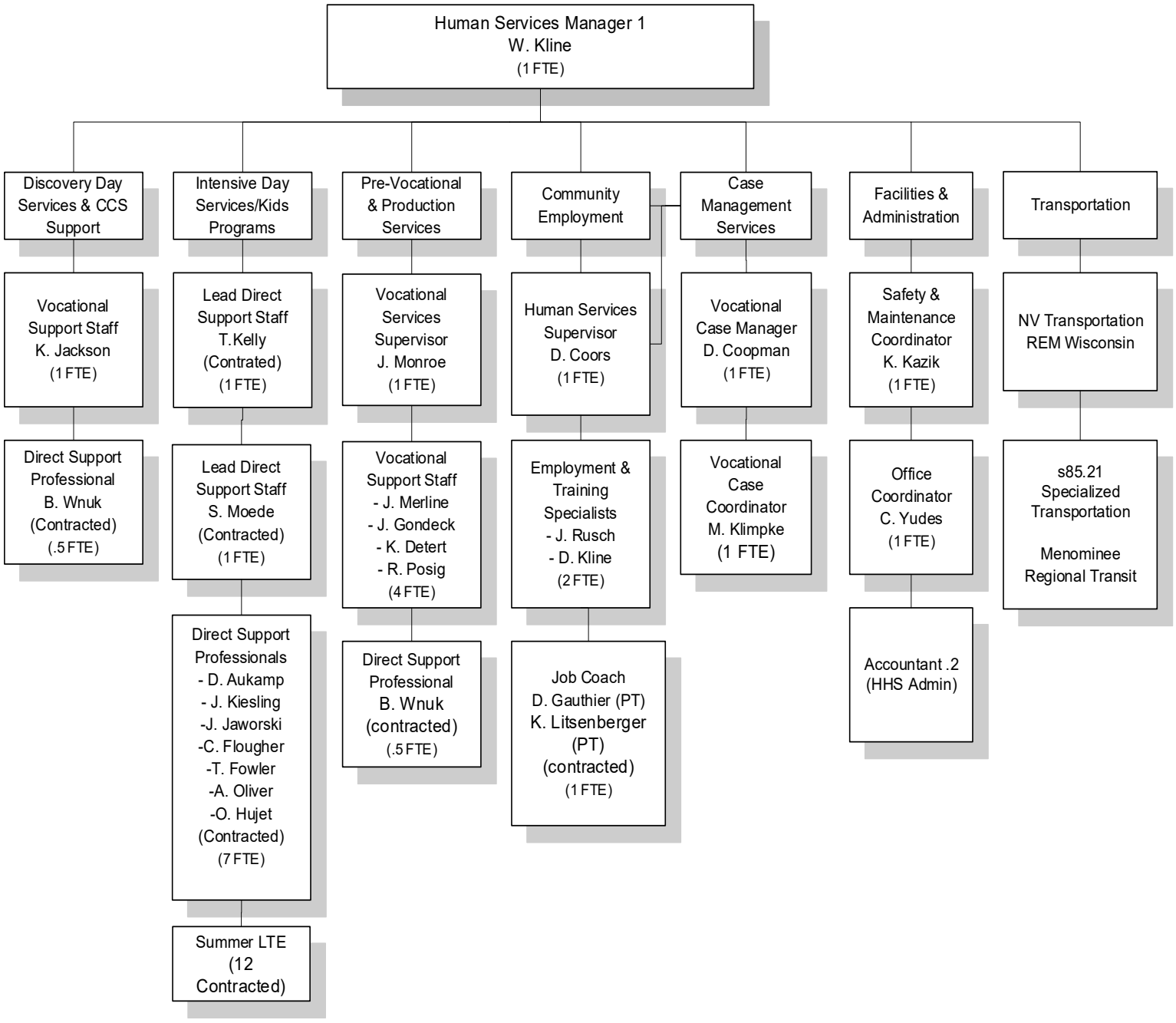


CST is a case management program that utilizes a wraparound approach to connect and support children and/or adolescents with complexed mental health needs and their families with individualized community-based supports.



VOCATIONAL SERVICES DIVISION

HEALTH & HUMAN SERVICES
VOCATIONAL SERVICES



AUTHORIZED COUNTY POSITIONS: 13
COUNTY FTE: 13
CONTRACTED POSITIONS: 13
LTE'S: 12

As of 12/31/2025

New View Industries

New View Industries

New View Industries is a community rehabilitation program (CRP) that is a County operated division of Health and Human Services. New View serves disabled adults and youth as well as individuals with mental health needs from our County as well as some from surrounding Counties with the mission of developing greater independence, increasing vocational skills, and providing meaningful days. New View has operated in Oconto County since 1974.

New View

Highlights of 2025

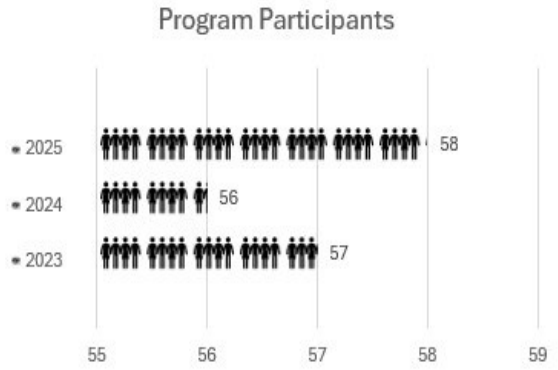
- New View provided services for a total of 181 clients in all our programming in 2025 including facility-based and community-based programs. There were 185 participants in 2024.
- Continued the work of ensuring our facilities remain in working order by completing several capital improvement projects in 2025 including new flooring, replacing several exterior doors, and installing a new rubber coating on the roof. Future 2026 projects will include exterior painting of the building and replacing the boiler system.
- Partnered with Leadership Oconto County to help develop the New Beginnings Resource Center, a program designed to help current Health and Human Services clients with their needs.
- Partnered with Oconto County Special Olympics 509 to help support local athletes in bowling and corn hole competitions.
- Began a long-term volunteer opportunity for clients in conjunction with the Oconto Falls Senior Center helping to prepare food and coordinate activities with local seniors.
- Continued to hold annual events including a fishing excursion at Peter's Pond, the 3rd annual cookout / bake sale to raise funds to offset client's costs on outing, as well as our annual summer and Christmas parties.
- Services at New View were featured in a news article by the Times Herald.



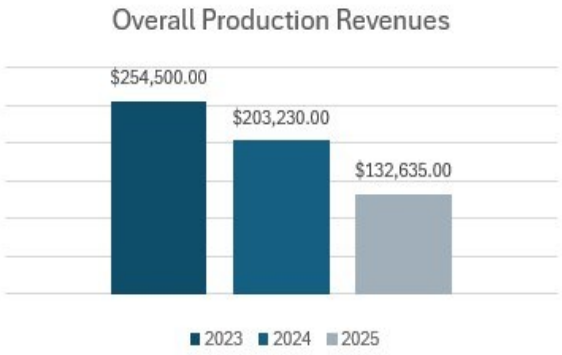
Program Areas

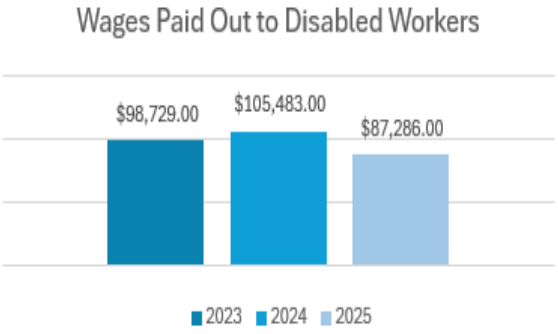
Pre-Vocational Services

Pre-Vocational Services are designed as a training for clients whose goal is to work in the community. The program is set up to be able to pay clients for work and also as an opportunity to learn soft skills, such as interacting appropriately with others, and other job readiness skills. Successful clients are referred to Supportive employment / DVR, if deemed appropriate by the care team and/or guardian.



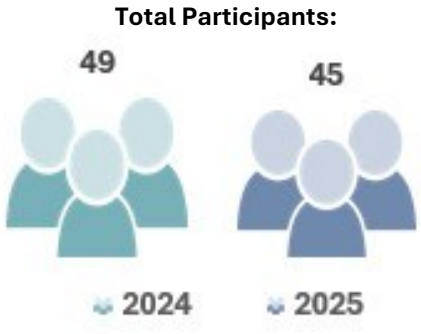
- ◊ Clients are continuing to be integrated into the production process by assisting staff with product deliveries in the community.
- ◊ New View continues to serve several non-funded clients who need assistance based on their disabilities and who lack other support in the community.
- ◊ Maintained janitorial placement working at the Aging and Disability Resource Center, Oconto Falls location.
- ◊ Continue with job development opportunities to increase workload availability for clients. We have seen an increased workload with Wisconsin Bench but decreases in other areas due to the difficult economy.
- ◊ Retained our membership and participation in local Chambers of Commerce including Oconto, Oconto Falls, Shawano, and Gillett. New View also remains a member of DSPN (Direct Support Provider Network), an organization that advocates for disability services and shares information regarding state/federal regulations, changes, and trends in services.
- ◊ Volunteer efforts in 2025 included: Humane Society (on-site) and donation drive, Victory Olympics, Valentines for Vets, Nursing home/assisted living visits, assisting with delivering meals for the OEC fundraiser, Gillett Spring Clean-up, Toys for Tots, community Christmas displays, Serenity Gardens Assisted Living, Oconto Falls community garden, Gillett School homecoming fundraiser, spring cleanup at Copper Culture, and assisting the Oconto Falls Senior Center with congregate and home delivered meals.
- ◊ 2025 New View business partners: Deluxe Plastics, Endries International, Midwest Textiles, Nicolet Plastics, Diversified Wood Craft, Velocity Machine, Modern / Wisconsin Plastics, and Wisconsin Bench.





Discovery Day Services

Discovery Day Services (1:8 staff ratio) is programming for adult clients that promotes independence, daily living skills, life skills, social skills, volunteering, and recreation. This service takes place both at our facility and in the community. Programming is completed in groups and changes throughout the year based on input from our clientele. Highlights of 2025 are as follows:



- **Community Based Outings:**
  - ◊ Clintonville Recreation Center
  - ◊ Gillett and Suring Public Libraries
  - ◊ Sturgeon Park in Shawano to view Sturgeon fish
  - ◊ Weekly Swim Groups at: Shawano Rec Center, Clintonville Rec Center, and Bond Center
  - ◊ Rummage sales and thrift shops
  - ◊ Camp U-Nah-Li-Yah
  - ◊ Wheel Hike at Thunder Mountain
  - ◊ National Railroad Museum
  - ◊ Botanical Gardens
  - ◊ Beyer Home Museum
  - ◊ Bay Beach Amusement Park
  - ◊ Berryland Pumpkin Patch
  - ◊ Fox River Boating
  - ◊ Sundrop Museum
  - ◊ Fishing at: Peter's Pond, Oconto River & Finnegan Lake
  - ◊ Green Bay Wildlife Sanctuary

- **Guests and Volunteers**
  - ◊ Sharon, Gillet Library: Pathfinders Game, Reading skills, and Math skills
  - ◊ Emily, Flagstar Bank: Financial training & Budgeting.
  - ◊ Sarah Schindel, UW Extension: Strong Bodies Program, Food Wise Program
  - ◊ Katie Daul, UW Extension & Beth Earley, Public Health: Bingocize Group
  - ◊ Gillett Police Department: Conversations with a Cop
  - ◊ Lakeland Care MCO Staff Member, Volunteers: Helps with cookout
  - ◊ Steve, Volunteer: Comes on a weekly basis and assists with activities.
  - ◊ Gabe, Volunteer: Helps with fundraisers & animal visits

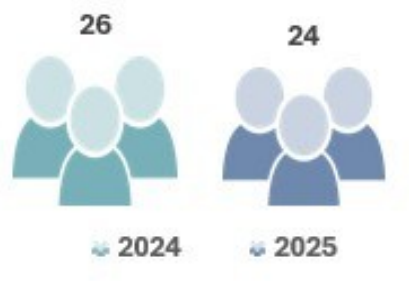
- **Facility Based Activities:**
  - ◊ Arts and Crafts group - painting, art therapy, eclipse viewers, holiday cards, and drawing
  - ◊ Group Games - board games, card games, word games
  - ◊ Coffee Club - current events, sharing good news
  - ◊ Book Club - social connections, expressing emotions and opinions, exposure to new material
  - ◊ Cooking basics - ways to cook, basic recipes, shopping basics, meal making
  - ◊ "Survival" skills - basic math, health, internet safety
  - ◊ Soft Skills group - socialization, sportsmanship, emotional regulation



Intensive Day Services

Intensive Day Services programming (1:4 and 1:1 staff ratio) is designed for adult clients and kids who need extra supervision and support throughout the day. Programming is focused on learning basic living skills, social skills, communication skills, as well as maintaining skills. Emphasis is put on developing fine and large motor skills, daily living skills, awareness, social integration, sensory integration and independent living skills. Each client has individual goals to work on to increase or maintain their skills. Community integration is also encouraged in this program. Highlights of 2025 are as follows:

Total Participants:



Clients were able to participate in the following community outings:



- Daily facility-based activities to improve skills
- Utilization of New Heights gym for physical activities
- Weekly swim groups – Bond Center and Shawano Rec Center
- Various park outings
- Fishing at Peter's Pond
- Pumpkin Patch
- Shawano Movie theatre

Youth Services

New View provides youth services in the form of Daily Living Skills Training to children enrolled in the Children's Waiver program, part of the Community Services Division of Oconto County. 25 youth, ages 6-20, participated in this program. Services were provided at the New Heights Training Center. A total of 14 summer LTE staff were hired to assist in this program as many of the children required 1:1 attention. The program continues to focused on:

Total Participants:



- ✓ Daily Living Skills Training/Independent Living Skills
  - Cooking skills
  - Cleaning skills
- ✓ Social Skills/Communication Skills
- ✓ Leisure Skills
- ✓ Hygiene Skills
- ✓ Community Integration Activities:
  - Splash Pads in Shawano and Green Bay
  - Ashwaubomay Memorial River Park
  - Clintonville Aqua Park
  - Titletown (near Lambeau Field)
  - Oconto Falls Fire Department
  - Dairy Barn
  - Badger Park– Peshtigo, WI
  - Pamperin Park– Green Bay, WI
  - O'Harrow's Farm Tour
  - N.E.W. Zoo



The Program also partnered this year with Oconto County Public Health. Sara Dick, WIC Nutritionist, presented on five occasions throughout the summer with cooking groups and food education.

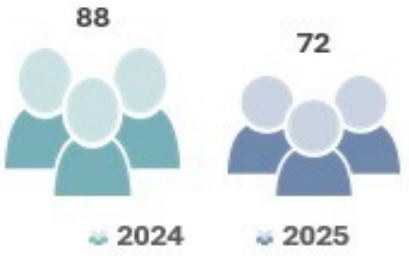
VOCATIONAL SERVICES DIVISION (cont.)

Supported Employment

The Supported Employment program works with the State of Wisconsin Division of Vocational Rehabilitation (DVR) as well as Managed Care Organizations (MCO's) to offer a variety of job-related services in the community. Some of these services include soft skill training, temporary work experiences, job placement, job shadows, customized employment, career profiles, Explore Work, benefit analysis, job coaching, and job preparation plans (assisting with resume's, interviews, etc.)

The long-term goal is to find permanent job placement for all of our referrals.

Total Participants:



DWD
Department of Workforce Development

Explore Work completed:
2
(1 in 2024)

Temporary work experiences set up:
16
(12 in 2024)

Skills to pay the bills:
3

Benefit Analysis completed:
0
(8 in 2024)

Clients placed in permanent jobs:
13
(12 in 2024)

Job Shadows completed:
18
(50 in 2024)

Total job coaching hours in the community
2,698
(2,628 hours in 2024)

Thank you to the following local businesses that help support our clients:

* Bonduel - Meadowview Senior Care
* Gillett - Gillett School District, Lambrecht's Service Garage, Northport Marine
* Green Bay - Festival Foods, HSHS St. Vincent Hospital, Brown County Library, Bark and Brew
* Keshena - Menominee Casino
* Lakewood - Lakewood Motorsports
* Little Suamico– Commando Paintball Sports
* Mountain– Mountain Hardware & Lumber
* Oconto - Oconto Pharmacy, Brothers Three, Emplify Bellin Bond Center, Clean Right Services
* Oconto Falls - Oconto Falls Public Schools, Piggly Wiggly, The Cottages, Springside Cheese, United True Value, Encompass Early Education & Care
* Pound– Graetz Manufacturing
* Pulaski– Homes for Independent Living
* Shawano - Goodwill, Humane Society, Charlie's Market, Culver's, Sundrop/Twig's
* Stiles– A&W Restaurant
* Suring - Diversified Woodcraft

New Beginnings Resource Center



In 2025, the New Beginnings Resource Center was developed with assistance from the Leadership Oconto County group. The focus of the resource center is to assist low-income individuals and families with needed items based on their individual circumstances. Referrals for the center come from clientele who are involved with any division within Oconto County Health and Human Services. Possible resources include anything from clothing to household or hygiene supplies. Funding for the resource center comes from an annual raffle held in October.



In 2025, over $3,600 was raised for the Resource Center. A total of 19 individuals were helped in 2025. Examples of those assisted included single parents, house fire victims, homeless, and clients re-locating to a new home.

Comprehensive Community Services (CCS)

In collaboration with the Community Services Division, New View has begun to provide CCS services to adults with mental health disorders. New View can provide both daily living skill training and work training services as an effort to stabilize individuals, get them back on their feet, and prepare to integrate back into their community life.



SPECIALIZED TRANSPORTATION PROGRAM

Each year, Oconto County applies for and receives s85.21 grant funds through the Wisconsin Department of Transportation. These funds are utilized for the purpose of providing access to affordable transportation options for the elderly and disabled. Oconto County is required to provide a 20% match for the funds.

20% of these funds are provided to New View Industries for their transportation services with disabled individuals in the county. The remainder of the funds are provider to a separate vendor to provide transportation services throughout the county for the disabled and aging population.

OCONTO COUNTY TRANSIT

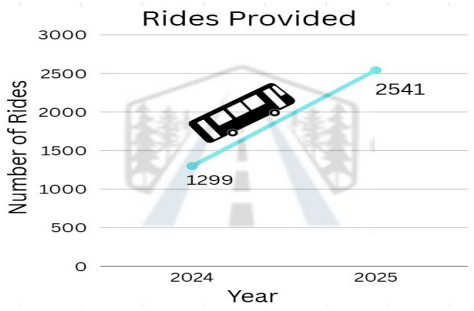
for Residents of Oconto County

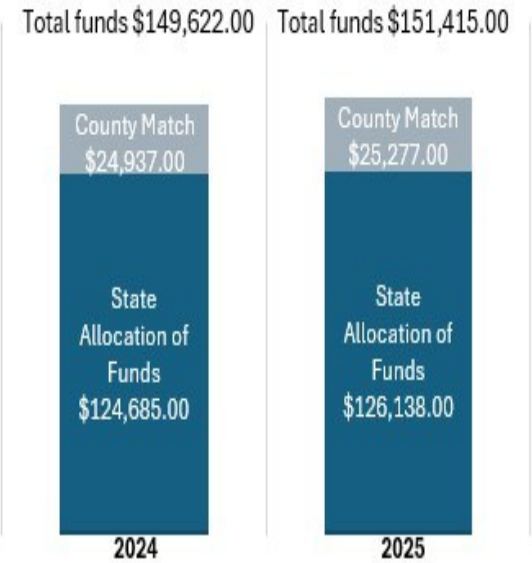
CALL 1-877-648-9287 (Menominee Regional Transit)

In 2025, a significant change occurred to this program in Oconto County. A new provider, Menominee Regional Transit, took over the majority of the services for the Oconto County transit program. The previous vendor was the Oconto County Commission on Aging.

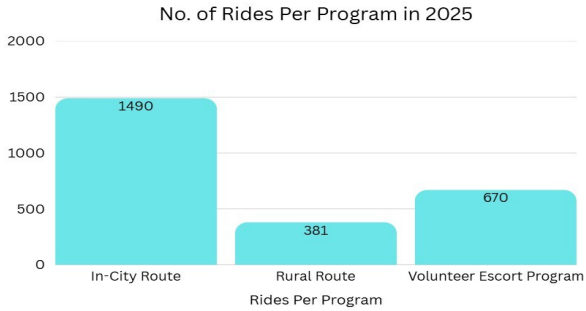
Over the course of the year, Oconto County procured several vehicles for the use in the transit program including purchasing a medium bus from the Commission on Aging and applying for and receiving 5310 DOT grant funds for the purchase of another medium bus through Iowa county. In addition, 5310 grant funds were applied for and awarded again for the purchase of a new ADA minivan. Delivery of this vehicle is scheduled for some time in 2026.

Total rides provided by Menominee Regional Transit:





Breakdown of rides per program in 2025:



Menominee Regional Transit provides three (3) programs within Oconto County including an in-city route in Oconto, a rural route, and a medical escort route.

CAREGIVER PROGRAMS

Caregiver Support Program

The Caregiver Support Program assists families and other informal caregivers in caring for loved ones at home, for as long as possible. Funds and programs from the National Family Caregiver Support Program (NFCSP) are intended to assist caregivers. By nature, the services will in turn improve the life of the care receiver. There are two programs: Alzheimer's Family Caregiver Support Program (AFCSP) and the National Family Caregiver Support Program (NFCSP). The funds can be used to pay for supplemental services or respite care.



TO APPLY:

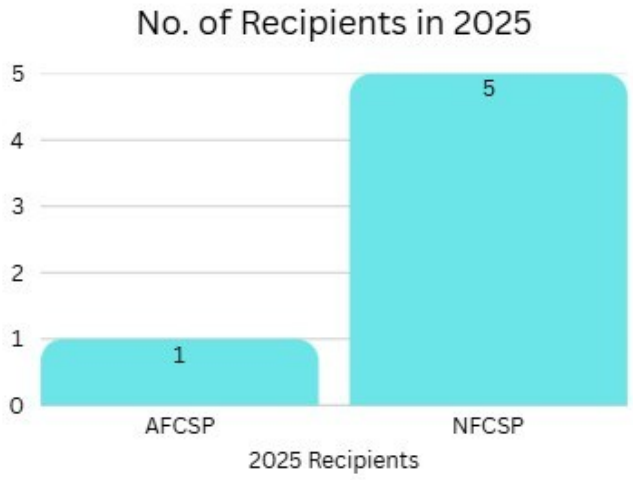
Please call Oconto County Caregiver Program at: 920-834-7000

Alzheimer's Family Caregiver Support Program

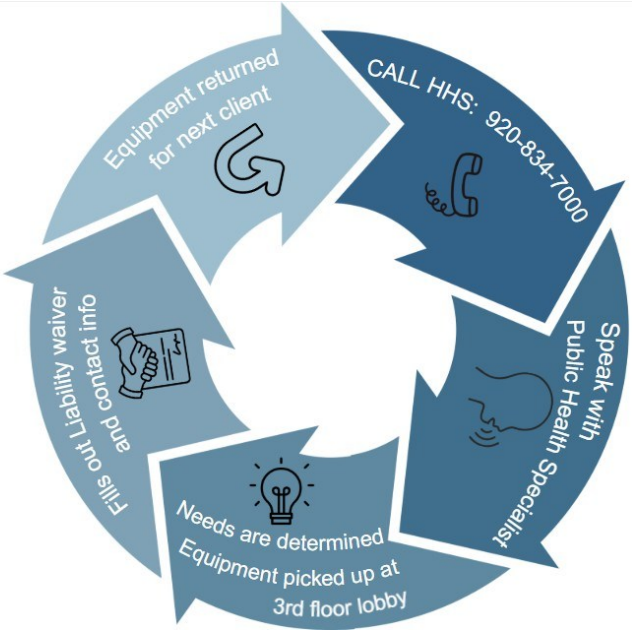
Qualifications for AFCSP are that the care receiver must be an Oconto County resident and living in their home. The receiver must have a written diagnosis from a physician of Alzheimer's or other dementia related disease, and they cannot be receiving respite through any Long-Term Care Program.

National Family Caregiver Support Program

Qualifications for NFCSP are the care receiver must be an Oconto County resident and living in their home, have physical limitations that require assistance for at least 2 or more daily living activities. They must also be 60 years old or older, and must not be enrolled in any Long-Term Care program. Or, they are 55 years old or older and are the primary caregiver for a child under age of 18, or caring for a person 18-59 with a severe disability. There is no income or asset test for either program.

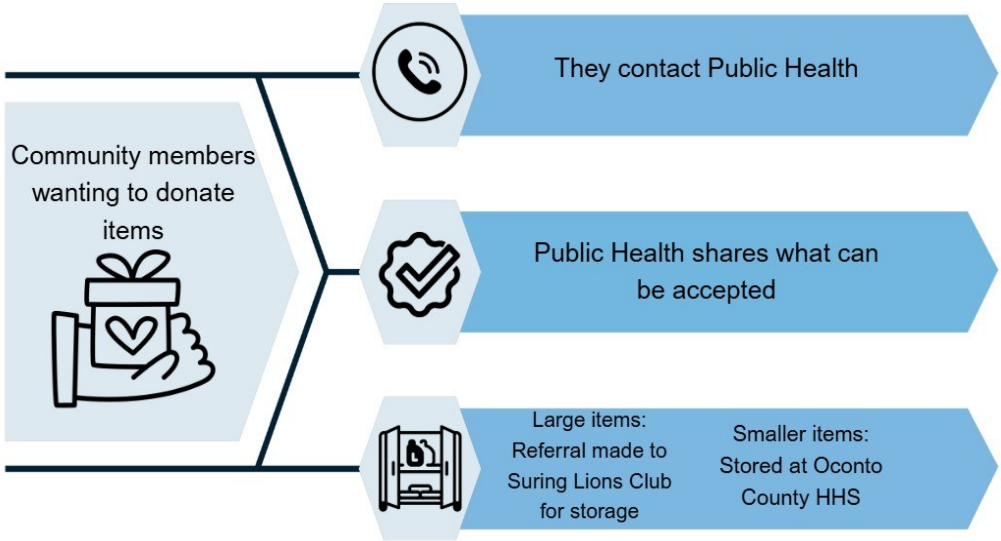


Medical Loan Closet



The Aging Unit absorbed coordination of the Medical Loan Closet service and includes the following list of items, depending on availability:

- Wheelchairs
- Walkers
- Rollators
- Canes
- Quad Canes
- Incontinence Products
- Shower Chairs
- Shower Transfer Benches
- Sliding Boards
- Stand Assist Handles
- Bed Assists
- Hoyer Lift 1
- Eva Walker 1
- Trapeze
- Chair Lift for Stairs (1)
- Hospital Gowns/Bed Sheets
- Furniture Risers
- IV Poles
- Grab Bars





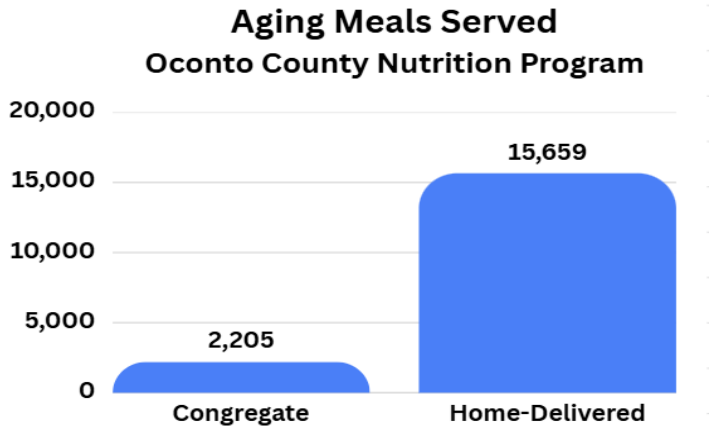
Nail Clinic

The Aging Unit continued to offer nail clinic services in 2025. Clinic days increased from 3 to 6 days per month with a total of 63 clinic days. All appointment coordination was done by Public Health. Prevea/St. Clare was not providing this service for awhile and Lakewood stopped providing toenail clipping services so the Aging Unit absorbed those clients. An impressive 749 appointments were tracked in 2025. The $20 fees were collected and deposited accordingly into the accounts to offset the nurses wage and mileage. Of note, the rate increased slightly in 2026 to $25 per session.

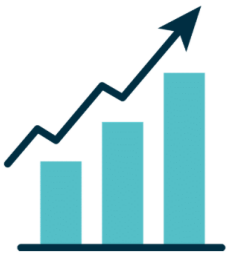


AGING DIVISION

Nutrition Services







Average daily congregate attendance in both Mountain and Oconto Falls increased by 67% from Feb 2025 to Feb 2026. We expect to see continued increases throughout 2026, and we anticipate a very successful year with the new Senior Dining Site at River City Diner and Smokehouse in Oconto.

The wait list for Home Delivered Meals that the Commission on Aging had previously implemented was fully eliminated by April 1, 2025.





COMMUNICABLE DISEASE (REPORTABLE) BY CATEGORY

Tickborn/Mosquito

- Anaplasmosis
- Babesiosis
- Ehrlichiosis
- Lyme Disease
- Jamestown Canyon Virus

Vaccine Preventable Disease

- Haemophilus Influenza
- Measles
- Pertussis (Whooping Cough)
- Parapertussis
- Varicella (Chicken Pox)

Gastrointestinal Disease

- Campylobacteriosis
- Cyclosporiasis
- Cryptosporidiosis
- E-Coli
- Giardiasis
- Salmonellosis
- Vibriosis
- Yersiniosis

Other

- Carbon Monoxide
- Hepatitis A, B, C, E
- Latent Tuberculosis
- Metal Poisoning (Non-Lead)
- Mycobacterial Disease
- Toxoplasmosis

Sexually Transmitted Infection

- Chlamydia
- Gonorrhea
- Pelvic Inflammatory Disease
- Syphilis

Invasive Disease

- Bacterial Meningitis
- Streptococcal Disease
- Strep Pneumoniae
- Carbapenamase Producing organism (Multi-Drug Resistant Organism)

Associated Hospitalizations

- Influenza
- RSV
- COVID

NOTES

2025 ANNUAL REPORT

OCONTO COUNTY HIGHWAY DEPARTMENT



Flagging operation during mastic work

Department Overview:

The Highway Department's primary function is to develop, operate and maintain a safe and reliable transportation system in a fiscally responsible manner in Oconto County, which consists of 638 county lane miles. We also contract with the Wisconsin Department of Transportation (WisDOT) to maintain 483 lane miles of state and US highways, of which a large portion is 4-lane. We also maintain two state-owned waysides; both are located off Hwy 32; one located in the town of Gillett, and the other in the town of Lakewood. In addition, we contract with 10 of Oconto County's 23 townships for their winter maintenance which is an additional 1,082 lane miles. These 10 towns also provide us with additional work outside of the winter months to satisfy the Intergovernmental Agreement we have with them. We also provide construction and maintenance work for many of the remaining towns as well as the cities and villages in our county.

The department's home committee is the Highway Committee, consisting of the following members: Mr. David Christianson - chair, Mr. Elmer Ragen- vice chair, Mr. David Behrend, Mr. Joel Lavarda and Mr. Robert Wolf.

Some of the work activities the highway department performs include the following:

- Asphalt pavement resurfacing
- Snow and ice control on 2,203 lane miles of road

- Mowing and vegetation management on over 1,100 miles of road
- Sign repair, new installation, and monitor 3,100 county road signs in addition to 3,610 on the state system
- Monitor, maintain and repair 44 state and 44 county bridges
- Monitor, manage and repair culverts and associated drainage ways
- Pothole patching
- Crack filling operations
- Storm response and cleanup
- Incident response, traffic control and detour installation

To maintain this transportation system, we operate four shop facilities located in Oconto, Suring, Sampson and Mountain with 54 full-time employees and eight limited term summer employees (LTEs). The number of LTEs varies from year to year depending on the number of applicants. During a winter storm event, plowing operations utilize 33 plow trucks along with five graders if necessary. We gained a grader from last year with the passing down of one from the Forestry Department.

In addition to the four shops, we have a location in Spruce where our hot mix production plant and crushing operations are located. We produced 51,900 tons of hot mix last year and our crushing operation supplies the materials needed for hot mix, shouldering road projects and other maintenance needs on roadways in the county. Additionally, gravel is purchased from private contractors where material is closer to the projects to save labor and trucking costs.

Current Year Accomplishments

1. Hot mix asphalt

- Produced 51,900 tons of bituminous hot mix for paving projects on county, state and local roads; this is down from 54,824 tons the previous year. Additionally, we purchased 2,769 tons of asphalt from a private contractor to satisfy the Local Road Improvement Program (LRIP) requirements.
- Paved 11.3 miles of county roadways, down from 14.3 miles in 2024. LRIP funds in the amount of $175,124 and $500,000 in unallocated sales tax funds approved by the County Board allowed for approximately 2.75 miles to be paved above what the budgeted amount allowed.
- Paved 11.1 miles of local roadways, down from 15.9 miles in 2024.
- Paved many culvert and short road patches for towns and cities.

2. Fuel Handling

- Inventories must be recorded on a first-in, first-out (FIFO) basis or a moving average cost basis.
- Procured and disbursed 154,795 gallons of diesel fuel at an average cost of $2.57/gallon. Usage was 2,389 gallons more than in 2024.
- Procured and disbursed 44,069 gallons of gasoline at an average cost of $2.72/gallon. Usage was 4,060 gallons more than in 2024.

3. Construction and Maintenance

- Started work on our first paving project of the year, CTH J, on May 12 and began paving on May 14.
- The last day we ran our asphalt plant for the year was November 10 to produce asphalt for patches.
- Performed construction and routine maintenance work on 638 lane miles of county roads at a total cost of $4,370,275.
- Performed maintenance and construction services for townships at a total cost of $1,959,898. The highway department invoices for these services in which the towns issue monthly payments to the highway department.
- Performed construction and routine maintenance work on the state system at a cost of $951,734. These services are invoiced and uploaded into the state's database for payment each month, and payments are received electronically.
- Performed maintenance and construction services for others and county departments at a total cost of $300,789. Services for internal departments are invoiced and paid for via journal entries by county staff.
- Unlike the previous winter, this past winter's weather did not allow us to run our crusher during the winter months as crew was busy plowing snow.

4. Equipment and Facility Operations

- Maintain over 360 pieces of equipment with a total value of over $19,518,920 million dollars. The Highway Department depends on quality equipment to make the transportation operations of the department run smoothly and efficiently. As in the past five years, the County Board continued to approve funds to upgrade our aging truck and equipment fleet.
- The 2024 plow trucks that were ordered in September of 2023 were scheduled for build dates to install hydraulics and plow equipment in the summer of 2025, however that scheduled was pushed out until late fall. We received one truck on December 30, 2025 and the second on January 22, 2026. It is taking approximately 24 months to acquire plow trucks. In 2024 we placed our order for 2025 trucks, and they have tentative build dates in the 3rd and 4th quarter of 2026. 2026 trucks are ordered with delivery hopefully to be in 2027.
- In June the County Board approved a resolution to proceed to the next step on a new highway facility. Excel Engineering was hired to review the results of the study completed by Barrientos Design and Consulting, and create a floor plan and site selection of which will be presented to County Board for approval.

5. Safety and Training

- We held our annual safety day and our annual Federal Mine Safety and Health Administration (MSHA) training to meet yearly requirements.

- Provided flagger training internally with staff that are part of “train the trainer” group resulting in savings.
- Conducted quarterly Highway Safety Committee meetings. The committee is made up of operators, a mechanic, and management and meets quarterly to discuss safety issues staff may see and any actions felt to be unsafe. All staff can submit an anonymous safety card that will be discussed at the next meeting to determine if a safety hazard exists. If so, committee will discuss and determine if a change or policy is needed.

6. Snow and Ice Control

- During the 2025-2026 winter season through April 28, a total of 7,109 tons of salt, an increase of 4.4% from last winter, and 148,170 gallons of salt brine, an increase of 10.2%, was utilized on county and town roads. 4,713 tons of salt, an increase of 11.4% and 248,289 gallons of salt brine, a decrease of 1.4% was applied to the state system. The increase in brine usage on the county and town system is due to new trucks having more brine capacity allowing for more usage. The decrease in brine usage on the state system is due to less direct liquid application due to the number of rain and freezing rain events.
- Snow and ice control charges for 2025 on county highways totaled $1,452,978 up from $869,267, state highways totaled $960,545, up from $623,273; and town roads totaled $941,386, up from $464,111 all from 2024. These services are invoiced and paid monthly.
- Salt cost for this winter was $86.37/ton, up from $82.26 for the 2024-2025 winter and was purchased utilizing the state contract. WisDOT is going out to bid for salt for the 2026-2027 winter, so the price is currently unknown but is safe to say it won’t be less. We have submitted the county salt request for 8,178 tons to WisDOT for next winter. This amount is based off the average usage over past years. WisDOT orders and pays for the salt used on the state system.
- The last plowable snow event for the spring of 2025 was April 7 where an average of 1” of snow fell in the county. The first plowable event for 2025-2026 winter was November 26, where an average of 1.5” fell. The last reportable event in the spring of 2026 was a freezing rain event on April 8.
- Responded to 66 winter weather events this past winter compared to 49 in 2024-2025, and 32 in 2023-2024.
- The total costs incurred by the department for Blizzard Elsa were $218,913. Over 30” of snow were reported in some townships.

7. Local Bridge and Culvert Maintenance

- One local bridge was constructed in 2025 within Oconto County. This project was 100% federal dollars, which saved the county and town their 10% project match. Another local bridge that was 100% federally funded received bids from contractors but due to bid amount being over budget the project was pushed out. This will allow the town time to acquire

funding above the capped amount before it will be rebid later. Design continues on another local bridge with construction anticipated for 2027. The local bridge program is a state administered program that takes several years to complete and typically provides 80% funding for bridge rehabilitation and replacement and requires 20% local match.

- Coordinated the County Bridge Culvert Aid Program that resulted in $60,697 of work completed. Townships participate in this program by submitting a petition for 50% reimbursement.



Snow blower opening town road after Blizzard Elsa

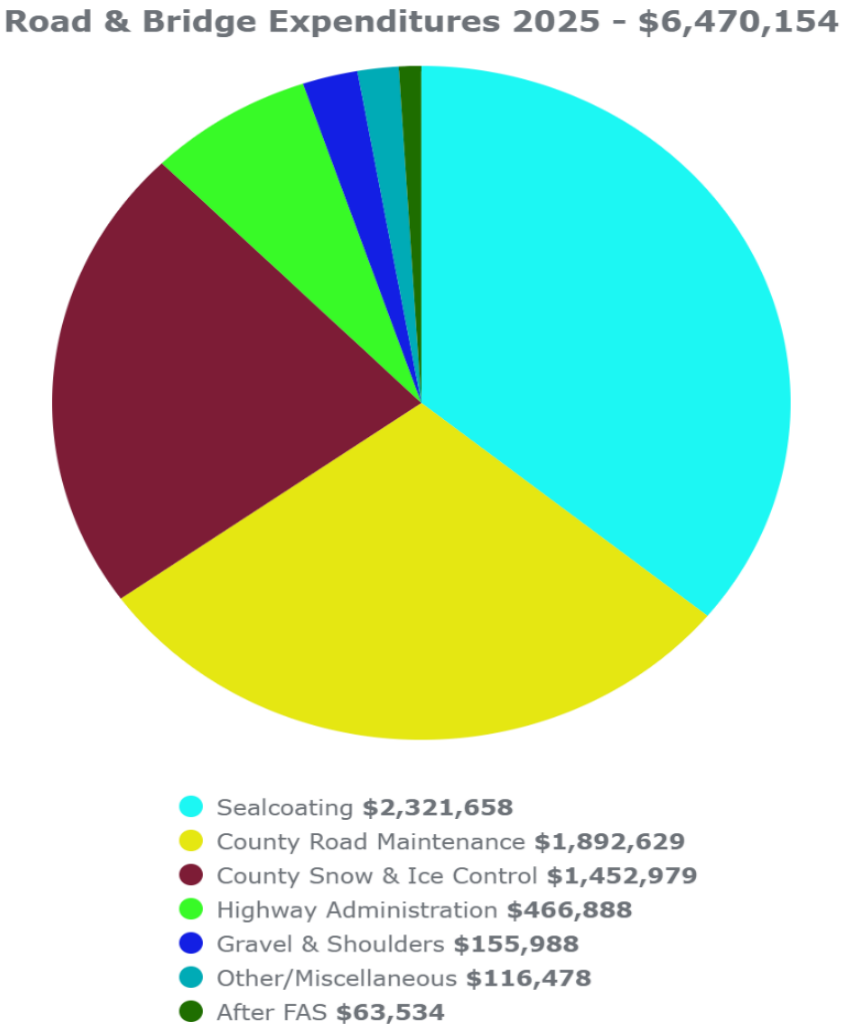
- 84 6 ft > 20 ft small structures were inspected and logged into the Highway Structures Information System (HSI).
- CTH CC bridge overlay project in the City of Oconto Falls was let and awarded to Zenith Tech. This project will utilize $575,640 in LRIP funds and construction will begin in June with completion prior to school starting.

8. Administration

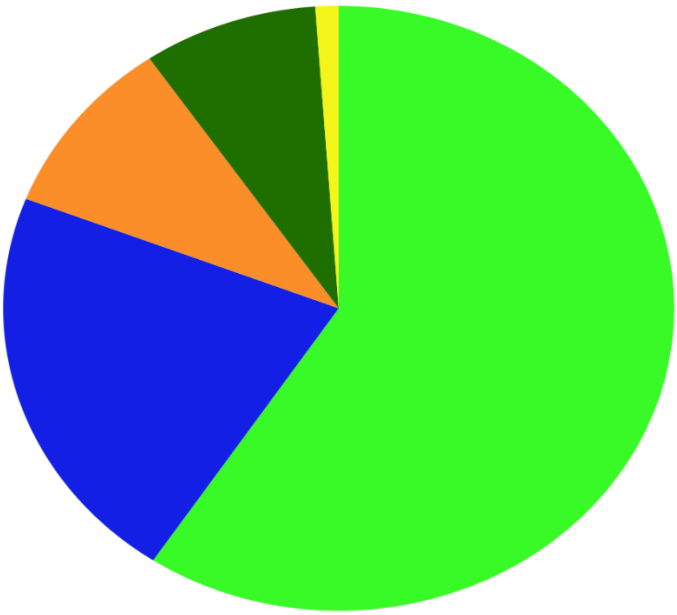
- Highway office provides bookkeeping for $11,649,455 which includes county, state, and local work.
- Processed 36 driveway permits and received $3,550 in fees.
- Issued 70 utility permits and received $10,600 in fees.
- Processed 5 permits to exceed weight limit and received $1600 in fees.
- Processed 6 oversized permits and received $450 in fees.
- Processed 1 work in right of way permit and received $250 in fees.

- Recovered $13,536 in costs from accident damage on county roadways.
- Finished working with our design consultant on the CTH C STP-Rural project from Brown County Line to CTH S. Project was bid out and awarded to NEA and construction will take place this summer. This project received 80% federal funding for design and construction with a 20% local match required.
- We began the implementation process of electronic timekeeping software, RT Vision, for all highway employees. This will be more efficient by saving on manual entries and reviewing paper timecards while improving data accuracy.

Financial Overview

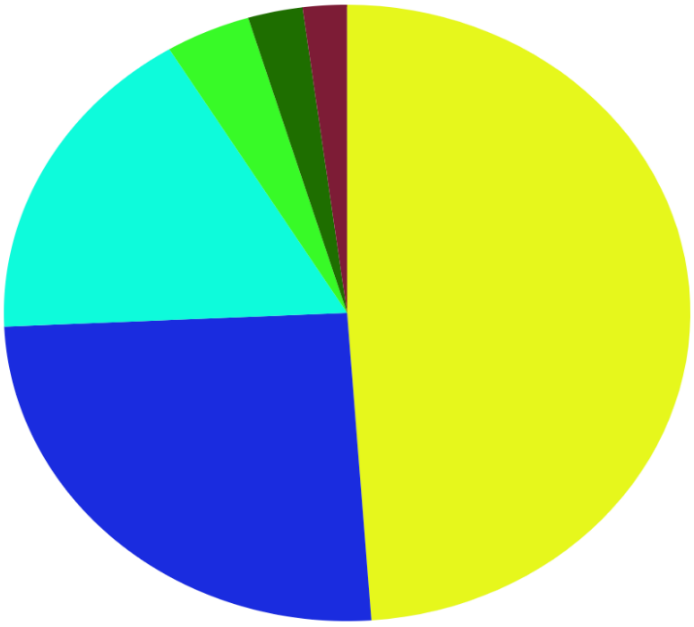


Road & Bridge Revenues 2025 - $6,470,154

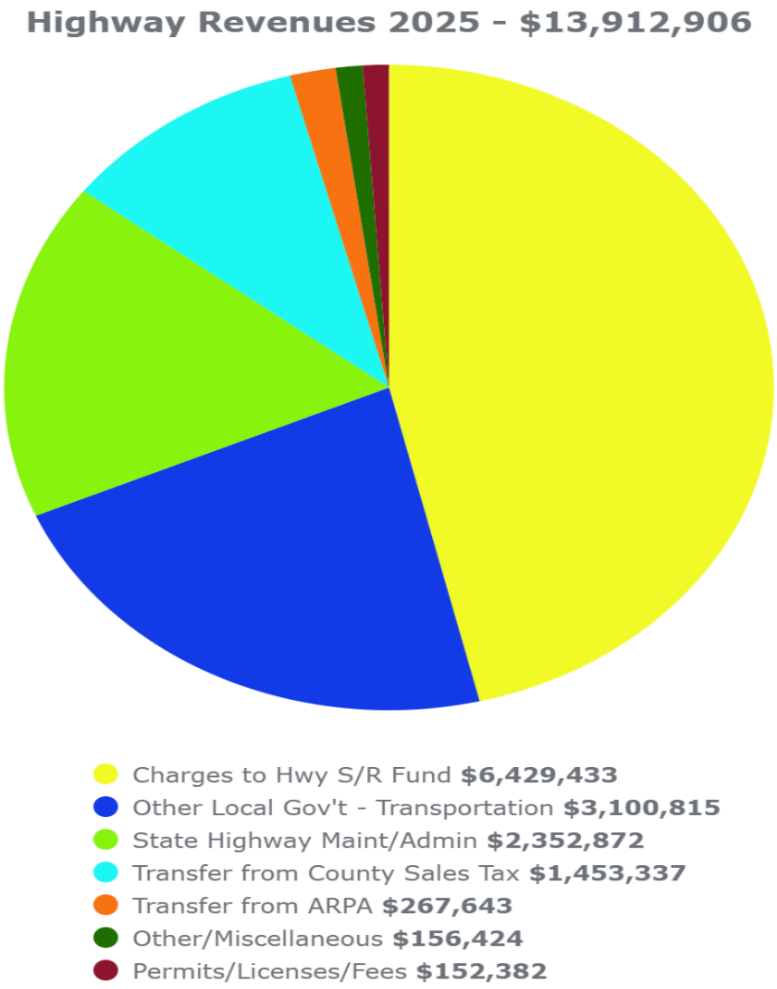


- Property Tax **$3,838,264**
- State Aid **$1,395,855**
- Funds Applied Highway **$619,150**
- Transfer from CST/General **$544,540**
- Special Levy **$72,345**

Highway Expenditures 2025 - $11,649,456



- County Roads **$5,692,545**
- Local Government/Bridge **$2,961,982**
- State Roads **$1,985,102**
- Highway Administration **$466,888**
- Local Departments Services **$300,790**
- Other/Miscellaneous **$242,149**



On the Horizon

Our plan for paving projects this year is to pave CTH S from Monette Road - CTH SS (4.74 miles) and CTH F from Club House Lane - Oconto River (3.39 miles). This is a total of 8.13 miles. If additional funding can be acquired, we would look to also pave CTH F from Hwy 32 - Club House Lane (1.55 miles).

With little increase in funding, we continue to fall behind with the county's paving needs, which results in more costly improvements when made. Oconto County will continue looking for additional funds or funding to help with our aging infrastructure and the backlog of resurfacing needs on the county system. Our department will continue to apply for funding opportunities available through WisDOT, Federal Highway Administration, FEMA, etc. and collaborate with other departments where funding opportunities exist.

The department continues updating our aging truck fleet and continues to slowly replace older equipment. We are seeing improvement in our truck fleet due to the County Boards funding commitment, but we must continue to fund the replacement of our old equipment. An older fleet is less efficient overall with increased downtime and vehicles frequently out of service. Truck and equipment wait times and availability of repair parts

continue to be an issue. We will continue to explore leasing and renting versus purchasing where applicable.

It is essential we continue to attract strong and well-qualified employees to replace those same qualities being lost to retirement and turnover, which is a challenge in today's job market but improving. This department would struggle without these dedicated employees.

Respectfully submitted by Brandon Hytinen, Highway Commissioner

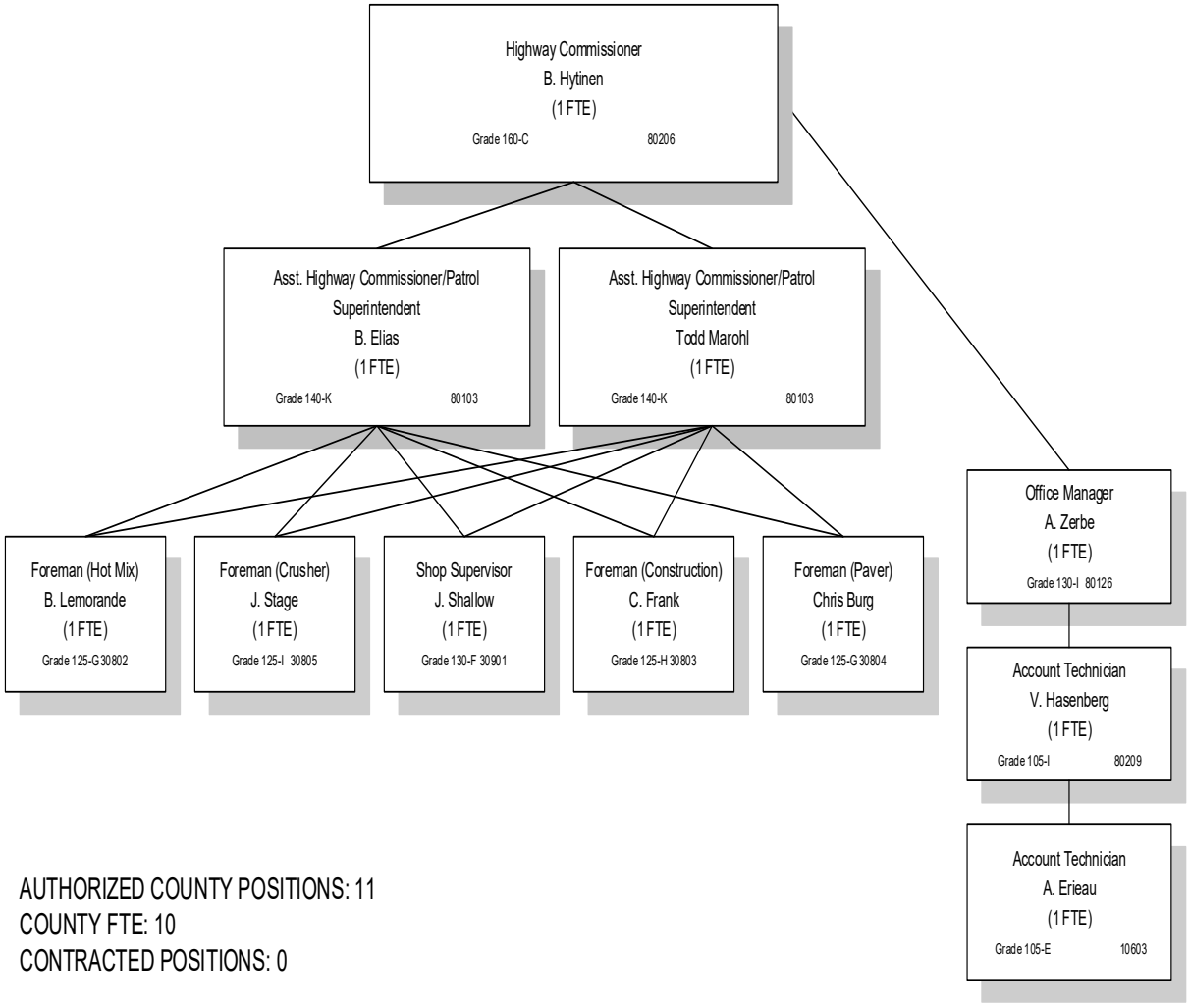


The calm before the storm



Snow blower clearing bypass lane after Elsa

HIGHWAY

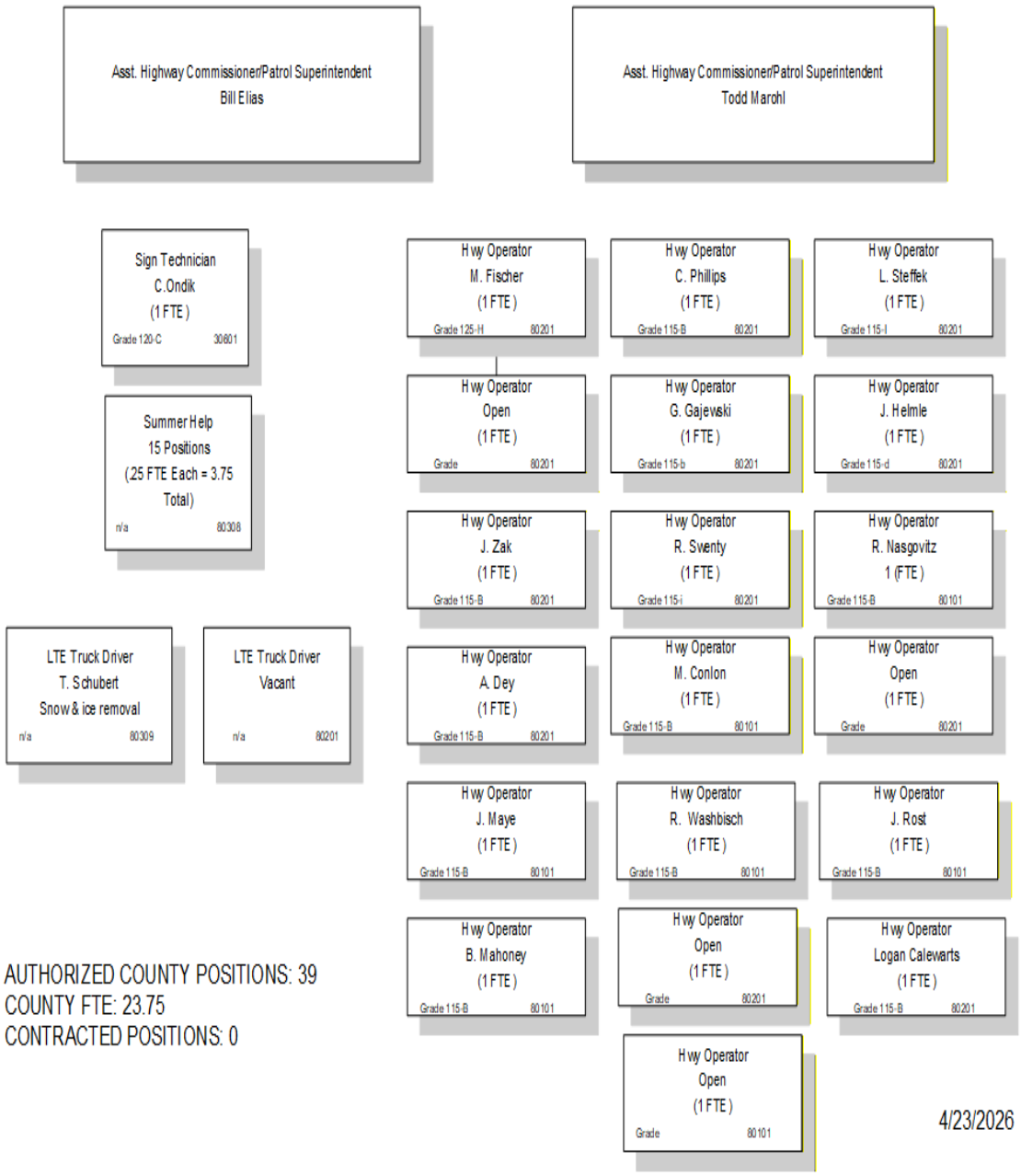


AUTHORIZED COUNTY POSITIONS: 11
COUNTY FTE: 10
CONTRACTED POSITIONS: 0

TOTAL HWY AUTHORIZED POSITIONS: 70
COUNTY FTE: 55.75
CONTRACTED POSITIONS: 0

4/23/2026

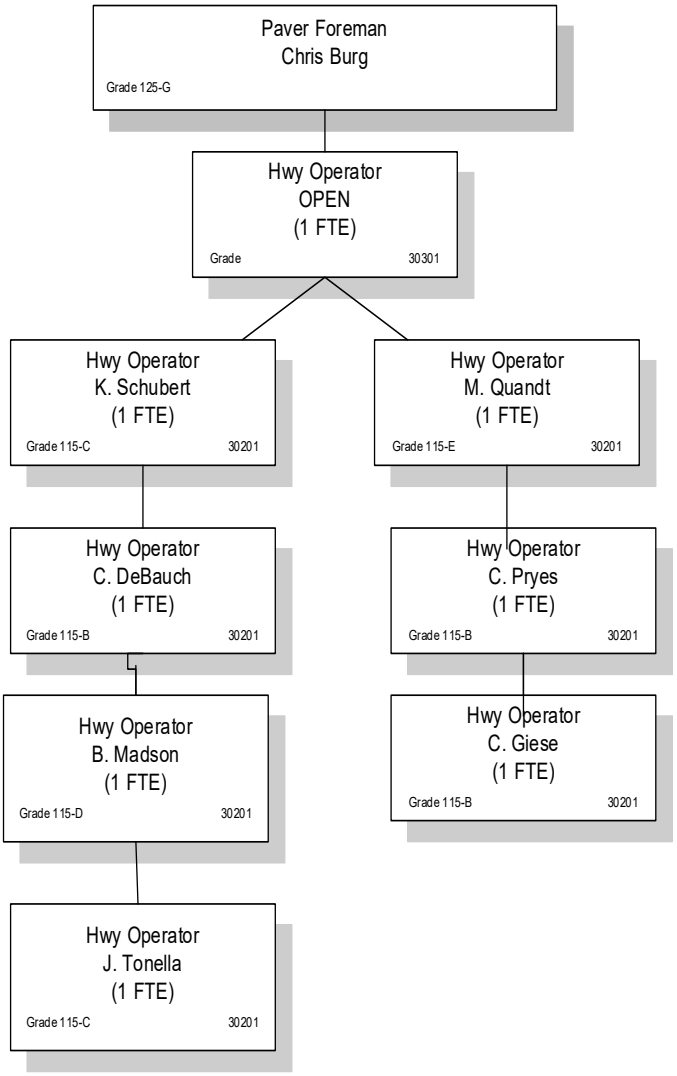
HIGHWAY



AUTHORIZED COUNTY POSITIONS: 39
COUNTY FTE: 23.75
CONTRACTED POSITIONS: 0

4/23/2026

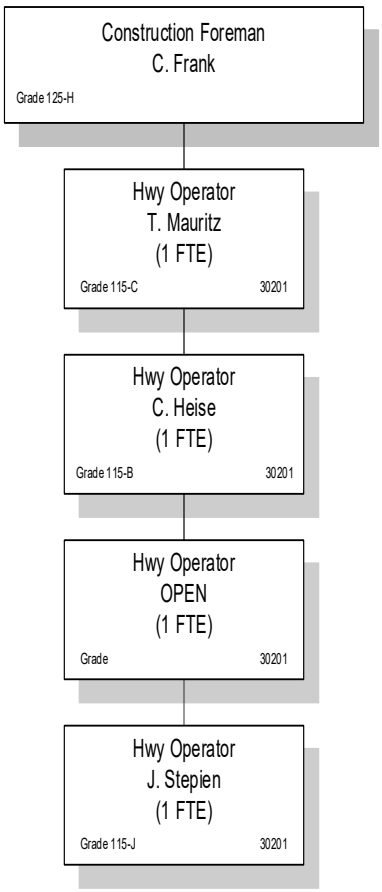
HIGHWAY



AUTHORIZED COUNTY POSITIONS: 8
COUNTY FTE: 8
CONTRACTED POSITIONS: 0

4/23/2026

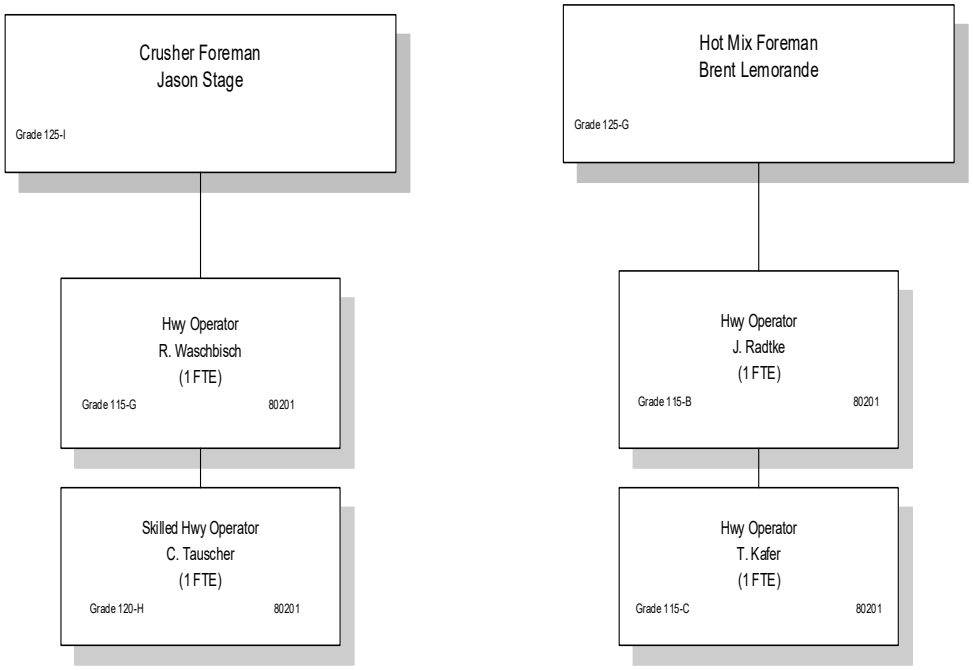
HIGHWAY



AUTHORIZED COUNTY POSITIONS: 4
COUNTY FTE: 4
CONTRACTED POSITIONS: 0

4/23/2026

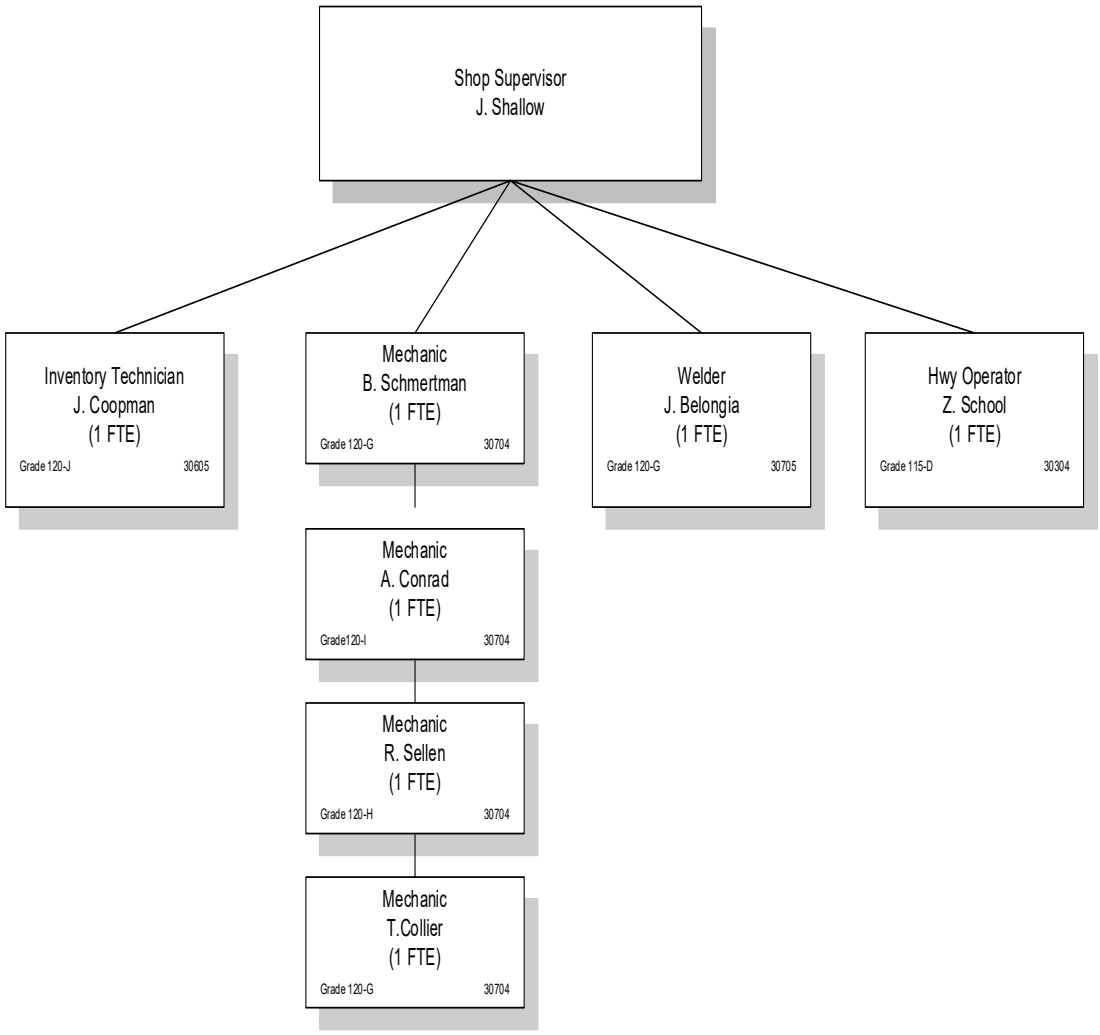
HIGHWAY



AUTHORIZED COUNTY POSITIONS: 4
COUNTY FTE: 4
CONTRACTED POSITIONS: 0

4/23/2026

HIGHWAY



AUTHORIZED COUNTY POSITIONS: 7
COUNTY FTE: 7
CONTRACTED POSITIONS: 0

4/23/2026

2025 Annual Report
Oconto County
Human Resources Department

Department Overview

The Oconto County Human Resources Department consisted of one full-time Human Resources Director and one full-time Human Resources Generalist.

The Human Resource Department was created by resolution R2020-08-05 to be established beginning in January of 2021 with the hiring of a Human Resources Director. This was in response to the identified increase in the need for a more formal process to address the ever-changing needs of the Oconto County personnel. The Administration Committee has oversite of the Human Resource Department.

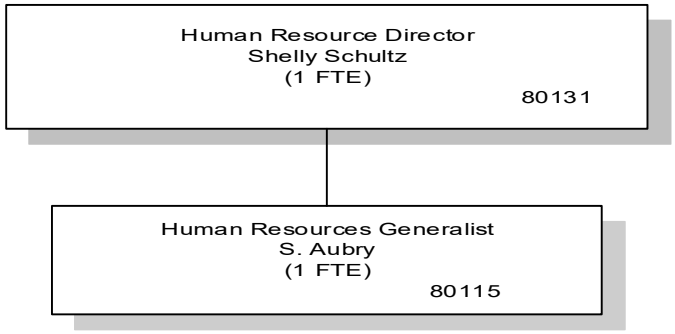
Mission Statement

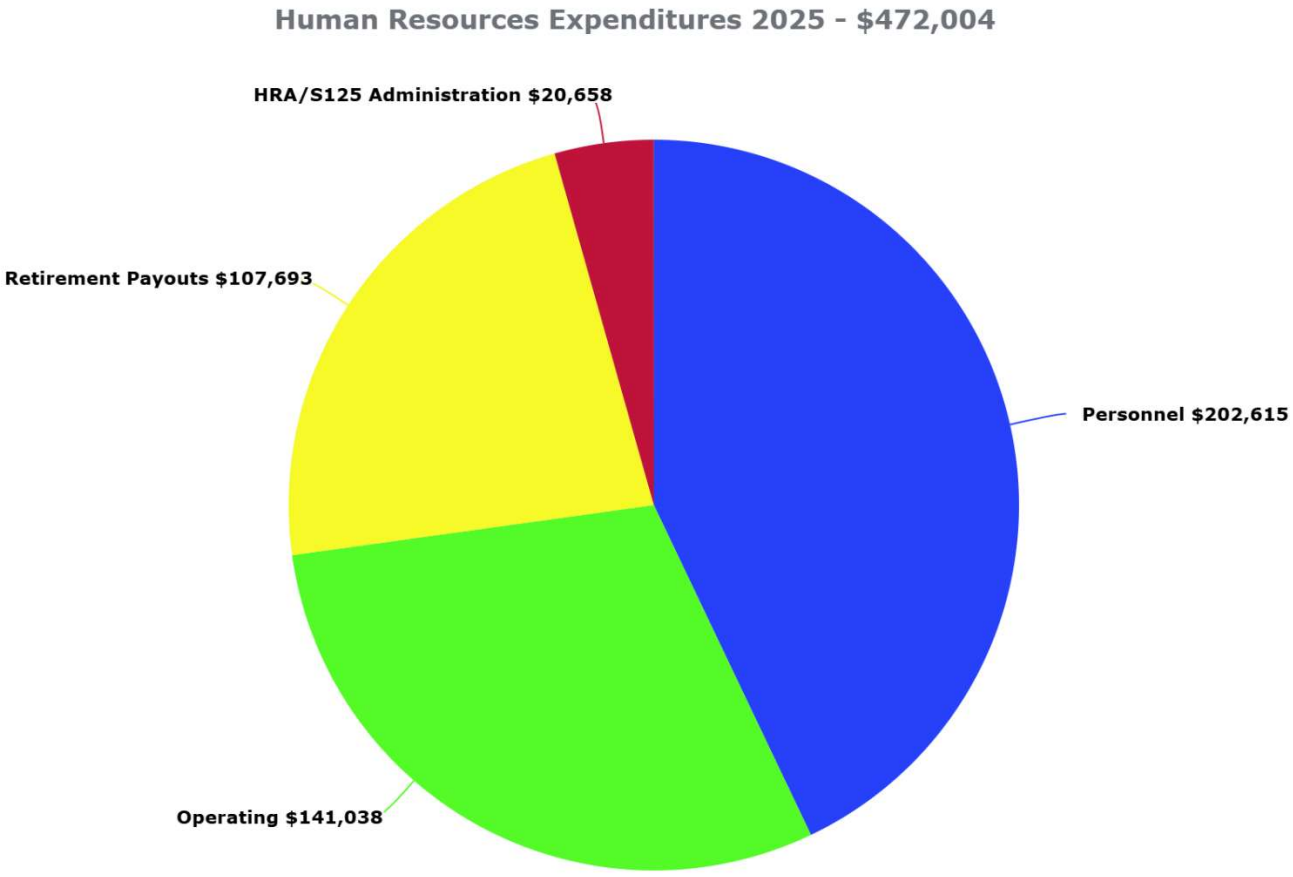
The Oconto County Human Resources team is committed to develop, implement and support programs and policies for equitable treatment of all employees leading to improved employee welfare, recruitment and retention while remaining committed to the responsibilities of serving in the best interest of the public.

Summary of Responsibilities

- Directing and coordinating an employee position classification and compensation system. Review and update job description.
- Maintaining compliance with employment laws and government regulations and developing policies and procedures to support this.
- Provide training and coaching in the areas of effective leadership, employment law, government regulation, and litigation avoidance.
- Hiring the most-qualified employees by ensuring an effective internal interview process, increasing company visibility in the employment marketplace, identifying the best and most cost-effective recruitment sources, and conducting thorough background checks.
- Retaining our valued employees by assuring effective leadership qualities in our managers; providing competitive wages and benefits, conducting exit interviews and supplying relevant feedback to management.
- Serving as the primary liaison for labor union negotiation, worker's compensation, unemployment, and employment compliance.
- Responsible for plan development, administration and enrollment of all County wide benefit and insurance programs.

Human Resources Organization Chart





2025 Accomplishments

- Successfully negotiated new union contract.
- Conducted and implemented a county-wide compensation study to ensure market competitiveness and reduce the amount of compression between new and existing employees. In addition, updated pay structures and classification system.
- Continued to monitor and manage health insurance cost by educating staff on various programs and cost reduction options.
- Reduced County liability risks through proactive training and tracking of ADA, FMLA and workplace conduct.
- Resolved employee relations issues and grievances in a timely and effective manner.
- Supported departments with return-to-work programs and worker's compensation case management
- Provided guidance and training to departments directors in areas of employee relations, performance management and effective communication strategies.
- Updated and standardized HR policies to ensure compliance with federal and state regulations.

2025 Challenges

- Balancing day-to-day operational demands with long-term strategic initiatives.
- Managing complex leave requirements, including FMLA and ADA accommodations.
- Minimizing legal risk while supporting departments through disciplinary actions and terminations.
- Difficult attracting qualified candidates, particularly for positions in skilled trades such as grader operator and dispatch.
- Limited time and resources available for ongoing employee and supervisory training.
- Inconsistent onboarding experiences across departments due to decentralized operations and varying department requirements.
- Managing evolving employee expectations related to wages, flexibility, and workplace culture.

Goals for 2026

- Finalize implementation of new handbook and educate all supervisors and staff on new policies and procedures.
- Develop a human resources scorecard to implement for 2027 allowing tracking of key workforce and staffing metrics such as Total FTE, vacancy and turnover rates, time to fill positions, workers compensation claims etc.

- Continue to expand on the supervisory training program to include more mid-level management training and first-time manager training.
- Begin to research alternate paid time off programs to ensure Oconto County is not only competitive but also financially responsible.
- Continue to expand knowledge of new software such as BS&A and UKG for streamlining processes and expand digital record keeping capabilities.





Oconto County

Land & Water Conservation Department

2025 Annual Report

Department Overview

The Oconto County Land & Water Conservation Department (LWCD) receives the department authority under Chapter 92 WI State Statues. 92.06 is the creation of the Land Conservation Committee and 92.09 references staff.

92.06 Land Conservation Committees.
(1) CREATION; MEMBERSHIP.
(a) *Creation.* Each county board shall create a land conservation committee.
(b) *Membership.*
1. The county board shall appoint to the land conservation committee at least 2 persons who are members of the committee on agriculture and extension education created under s. 59.56 (3) (b).
2. The county board shall appoint to the land conservation committee a person who is engaged in an agricultural use, as defined under s. 91.01(2)(a) 1. To 7.
3. The county board may appoint to the land conservation committee any number of members who are also members of the county board.
4. The county board may appoint to the land conservation committee up to 2 members who are not members of the county board.

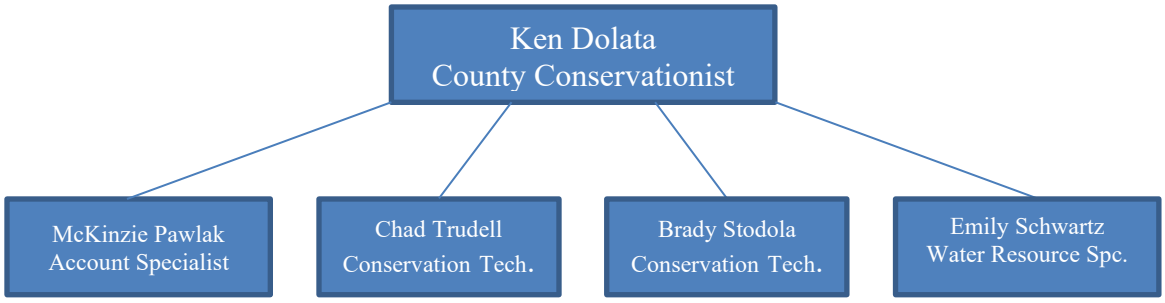
92.09 Land Conservation Committee staff. The land conservation committee may employ county soil and water conservation staff, subject to the approval of the county board. The county soil and water conservation staff is responsible for the administration of the county soil and water conservation program and may exercise the powers granted to the land conservation committee.

The department reports to the Land & Water Resources Committee, listed are the members of the current committee.

Mike Beyer - Chair
Tim Cole – Vice Chair
Pat Scanlan
Dale Mohr
Wayne Kaczrowski

Mission Statement - "To serve landowners of Oconto County to manage, protect, and improve land and water resources through cooperation with federal, state, and private agencies, and secure funding to provide technical and monetary assistance to achieve sound environmental practices to permanently benefit our land and water resources."

Land & Water Conservation Department Organizational Chart



Financial Overview

2025 Revenues: $1,549,774

The LWCD revenues come from various avenues including Federal, State and other entities. In 2025 we received our primary funding from these programs:

USDA Collaboration Grant/Planner
USDA Demo Farm Network
WDNR Lake Study
Department of Ag, Trade and Consumer Protection
WDNR Wildlife Damage
Ag Waste Permits and Other
County Tax Levy
US Fish & Wildlife Service

2025 Expenses: $1,549,774

The LWCD expenses are comprised of 3 primary categories:

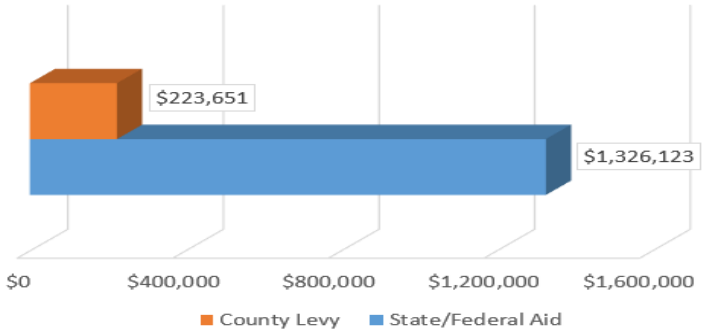
Staff Cost
Operating Cost
Program Cost

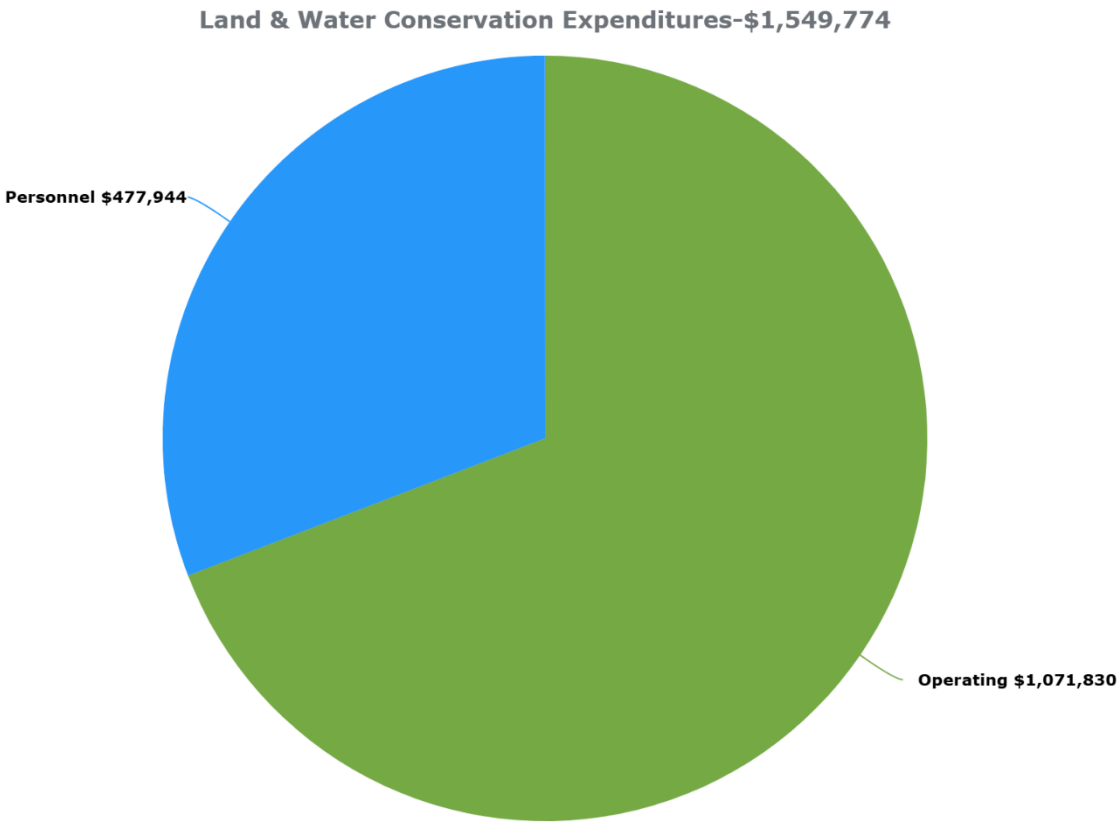
2025 Other Funds:

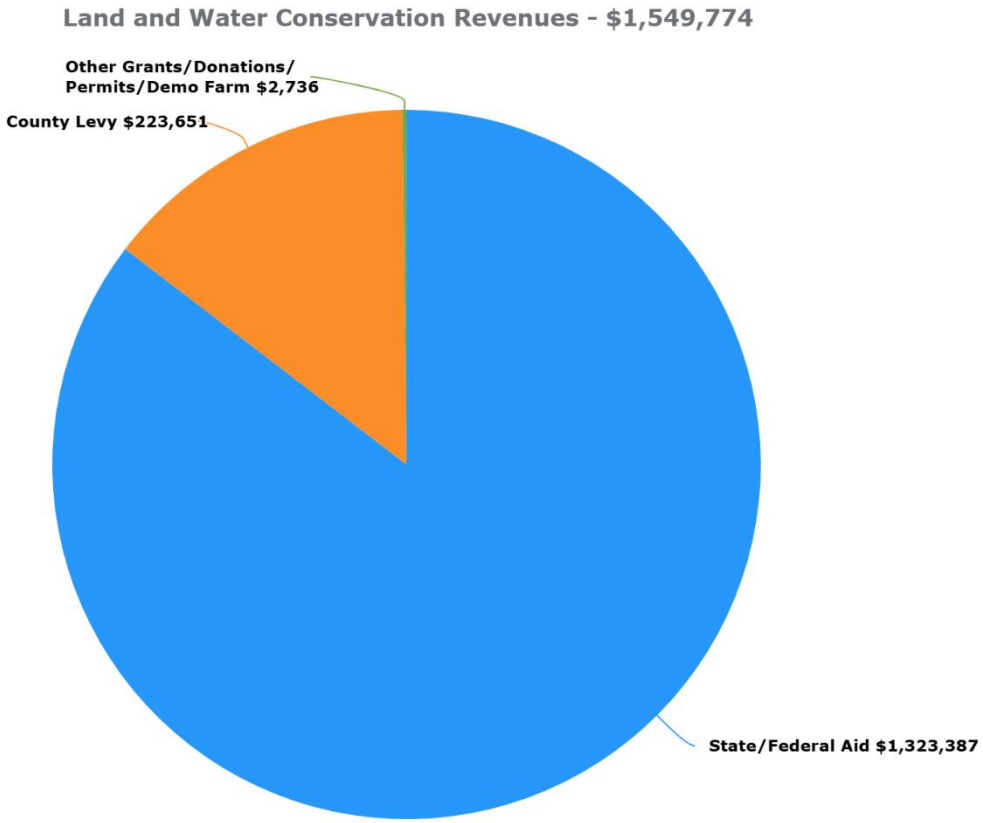
Oconto County LWCD provides technical assistance to landowners applying for federal funding through USDA Natural Resources Conservation Service CSP and EQIP program. The assistance helps move landowners to the category ranked "high" which greatly improves the chances of receiving their grant. In 2025 Oconto County landowners received $578,173 in EQIP funds and $1,289,767 in CSP funds for new contracts.
2025 NRCS Programs New Contract Total = $1,867,940

I feel it is important to note that part of the LWCD's mission is to help acquire funding for the people of Oconto County. The program funds listed above go primarily to landowners and municipalities for conservation projects consisting mainly of state and federal funding acquired by the department.

Overall, the LWCD is very efficient in fulfilling its mission and goals while trying to minimize the cost to the taxpayers. In 2025 for every $1 taxpayer levy spent the LWCD brought in $5.93 in state, federal and other grant funds and aid.




Land & Water Conservation Expenditures-$1,549,774
Personnel $477,944
Operating $1,071,830


Land and Water Conservation Revenues - $1,549,774
Other Grants/Donations/
Permits/Demo Farm $2,736
County Levy $223,651
State/Federal Aid $1,323,387

2025 Accomplishments

Animal Waste Ordinance – 8 permits were issued for 3 animal waste storage, 5 animal housing, and 3 waste transfer systems.
Animal Waste Storage Designed & Constructed – 1 unit totaling 3.22 million gallons

Animal Waste Transfer Systems Designed & Constructed – 1 transfer system

Milking Center Wastewater Control Design & Constructed – 1 unit

Nutrient Management Planning – 604 new acres planned

Cover Crops – 1,315 new acres planted

No-till Cropping – 1,744 new acres planted

Grade Stabilization – 1 project installed

Green Bay West Shore Demonstration Farm Network – 3 field days, 1 annual meeting
Shoreline Protection Riprap – 661 lin.ft. installed

Riparian Buffers – 1,200 sq.ft. installed

Critical Area Stabilization – 1 project installed

Healthy Waters Cost Share Program – 11 applications awarded, 4 treatment plans, 4 APM plans, 3 CMP's and 1 equipment.
AIS Control by County & Partners – 26 miles of Green Bay shoreline inventoried and monitored, 6 boat launches monthly inventory and control.
County Wide Lake Study – 6 new lake studies started, 6 Lake Mgmt. Plans finished

Lake Level Monitoring Program – 5 lakes with gauging stations monitored

Youth Education Program – 10 programs reaching 389 students

Public Meetings – 13 informational/training meetings for lake groups, 1 Snapshot Day training, dissolved oxygen testing on 6 lakes

Wildlife Damage Program – 9 farmers were issued deer shooting permits, 3 bear damage claims, 2 Goose damage claims.

LumberJack RC&D – 1 community grant received. Town of Little Suamico $10,000

Natural Resource Damage Assessment – 5 stream culvert projects opening 29 miles of stream for fish passage and 1 stream restoration project.

Land and Water Resource Management Plan – Completed 10-year plan.

Timberland Invasive Species Partnership – 22 sites with 53.68 acres of TIS control.

Townships / County Highway Dept. – 7 culvert designs, riprap project, drainage reconstruction, rock chute, town park improvement design, ATV parking lot and boat landing improvement.

2025 Challenges

For the last several years some of our agricultural challenges have been the high cost of materials, unavailability of materials and lack of contractors. While this continues to be an issue we have adjusted and are now planning around these "inconveniences". A project that once took 1 year from design to finish construction now takes 2-3 years depending on the complexity and type of material. We have continued to work on animal waste violations in cooperation with WDNR. Depending on the violation, it can take from 1-3 years to bring a landowner back into compliance which makes it difficult to set solid workplans for future direction. A shortage of contractors (more so than materials) for shoreline restoration projects on our lakes and streams has also delayed projects. Projects that cannot be completed by the landowner require them to get on a contractor's waiting list, which is usually 2-3 years out. A common yearly challenge is workload starting in spring which is highly dependent on weather. On wet years we get many complaints on agricultural runoff, manure management while on the non-agricultural side we receive many complaints on water drainage issues and major erosion in non-ag settings.

A Glance Looking Forward

Our original Green Bay West Shore Demo Farm Network agreement with USDA Natural Resource and Conservation Development Service expired after 5 successful years. With our success and working with local federal staff we applied for another grant and were awarded a 3-year agreement (with possibility of a 2-year extension) to continue our work. This program is in cooperation with Shawano and Marinette County and has been very well received by farmers.

For 2026 the county board approved a new position in our office to work on our lakes and streams with a priority of working with our lake and stream organizations. Being the first year of this position we are creating a workplan with the realization that for the first couple of years the plan may change quite often to best fit our needs and abilities. Most times a position like this in other counties would focus on aquatic invasive species education, inventory and control. Our goal is to cover these same areas but to a much greater extent such as education for the functions of lake districts and associations, grant writing and management and continued upkeep of management plans as examples. Part of the position is funded by WDNR ($18,700) for the Lake Monitoring Network Program. This requires us to complete several objectives in a year such as conducting Clean Boats Clean Water Training, Bait Shop networking, distributing supplies for the Citizen Lake Monitoring Network participants and assisting WDNR for monitoring and control of aquatic invasive species as needed. This position will also assist our terrestrial invasive species organization with Oconto County landowners.

Our department is required to write a Land and Water Resource Management Plan every 10 years with our current plan expiring in 2025. This plan is a guide to what is seen as areas of concern for Oconto County's natural resources and how we plan to address them. This plan was approved in 2025 and is now used as a guiding document on the department's goals and objectives.

Fish passage work, in cooperation with WDNR and the Fox River Trustee Council, has been ongoing with our main grant set to expire at the end of 2027. With the current grant expiring we will be looking to apply for more funds to continue our fish passage and habitat projects.

Currently the department is working on a 9 Key Element Watershed plan for the North Branch of the Little River that is waiting to be certified by Wisconsin's Department of Natural Resources (WDNR) on behalf of the Environmental Protection Agency (EPA). Once the watershed plan is approved it opens up greater funding opportunities from state and federal agencies to help correct water quality issues within the watershed. We are hoping for final approval.

In 2026 Wisconsin DNR has requested our assistance on data collection on a major inventory process on the Pensaukee River that looks at all aspects of the river's health form water quality, invertebrate inventory, fish populations etc. This type of study is intended to be completed every ten years but due to a lack of staff the timeline is typically pushed out more.

In closing, the Land & Water Conservation Department is here to protect the natural resources of Oconto County. It is in my opinion this is being accomplished in an efficient and effective manner through dedicated and educated staff.

Respectfully, Ken Dolata County Conservationist

2025

Land Information Systems

PROPERTY LISTING
SURVEY / GIS
LAND RECORDS
PHYSICAL ADDRESS

ANNUAL REPORT

David Poffinbarger
Land Information Systems Administrator

OVERVIEW OF THE DEPARTMENT

The Land Information Systems (LIS) Department is comprised of 4 distinct divisions; Geographic Information Systems (GIS)/Administration, Physical Addressing, Property Listing and Surveying. The department also has two separate budgets, Land Records and Land Information Systems.

The LIS Division reports to the Land and Water Resources Committee.

- Tim Cole (Chair)
- Patrick Scanlan (Vice-Chair)
- Mike Beyer
- Wayne Kaczrowski
- Keith Schneider

MISSION STATEMENTS

GIS/Administration

To act as the Land Information Officer and administer the county's involvement with the Wisconsin Land Information Program. To provide guidance, coordination, and technical assistance to users of GIS data within Oconto County for the implementation, development, and assurance of GIS data. This area also completes the administrative activities for the department.

Physical Address

To coordinate and maintain systematic physical address numbering and related databases for existing and new development. In addition to assure proper development of future road names.

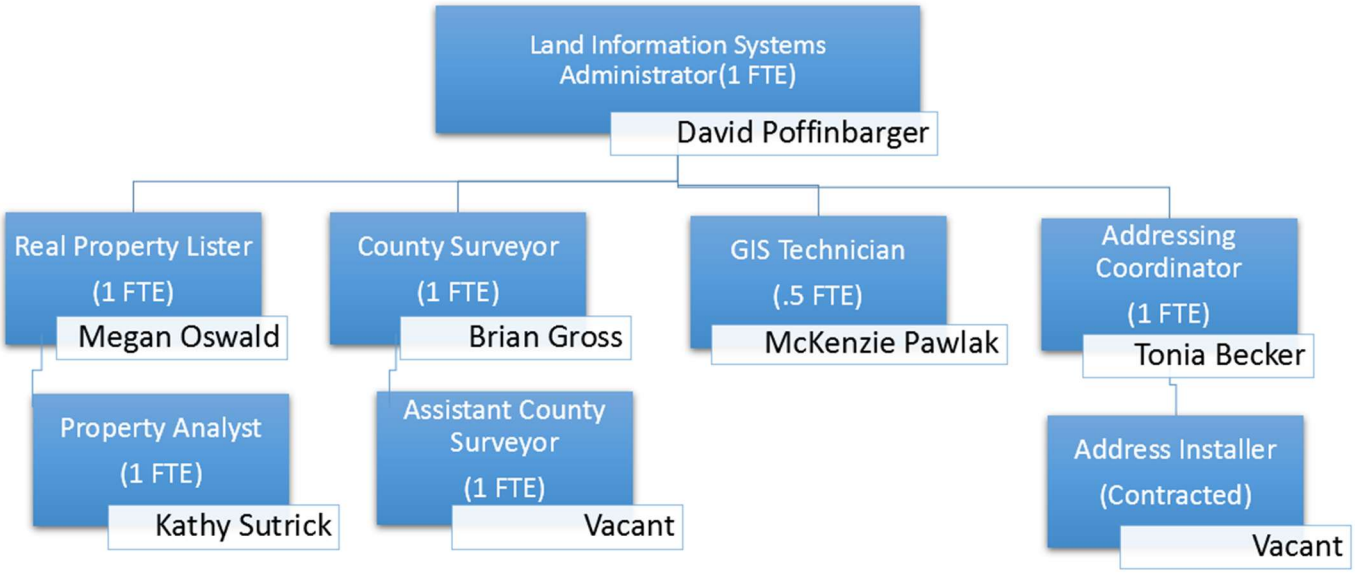
Survey Section

The purpose of the Survey Department is to re-establish, perpetuate, and maintain the physical and record evidence of the original government survey and to preserve the Public Land Survey System (PLSS) and the records thereof, as a basis for an accurate land title and boundary location.

Property Listing / Tax Deed Section

To maintain accurate lists and descriptions of all parcels of real property in the County which are subject to tax and those exempt from such tax. To provide lists, maps, and descriptions for the use of assessors, municipal officials, and the public.

ORGANIZATION CHART



GIS/Administration

Overview

To act as the Land Information Officer (LIO) and administer the counties involvement with the Wisconsin Land Information Program (WLIP). To provide guidance, coordination, and technical assistance to users of Oconto Counties GIS and Land Records systems for the implementation, development, analysis and distribution of GIS/Land Records information. Wisconsin State Statutes Chapter 59 governs the GIS/Land Records program.

- The GIS Division has mapped approximately 42,000 parcels.
- In the surveyed townships, the mapping is in real time coordinates. All these maps are linked to the tax information database via the parcel number provided by Property Listing.
- This data is published to the SOLO http://ocmaps.co.oconto.wi.us/SOLO/ (GIS public access website) allowing access to information such as owner, parcel size, volume and page or document number of deed reference, brief legal, address, taxation status and tax bills.
- SOLO map layers include soils, wetlands, zoning, ortho-photography, hydrography, and contours, just to name a few.
- Local municipalities, private businesses and citizens utilize the SOLO/Tax Records to access their municipality reports and parcel information.
- SOLO is available to the public to access parcel data and maps.
- Maintains and updates the Sheriff's Department E-911 Dispatch mapping and address data utilized by Oconto Counties law enforcement software (Spillman).
- Provides GIS data, analysis and mapping to support daily functions of many county departments including Planning/Zoning, Land Conservation, Forestry/Parks, Highway, Sheriff, Emergency Management, County Clerk and others. Also provides this assistance, information and services to other government agencies such as TEDCOR, Towns, Villages and Cities.
- The Division also prepares additional maps for the County Clerk's office for Statewide Voter Registration (SVR) and annually assists the local municipalities with the U.S. Census Consolidated Boundary and Annexation Survey (C-BAS) for Oconto County.

Current Year Accomplishments

- Applied for and was granted 2026 Next Generation 911 (NG911) GIS grant in the amount of $81,580 to be used for 911/GIS related hardware and software expenses along with funding the future Ortho flight (currently scheduled for 2030)
- Closed out and received $54,577.50 reimbursement payment for the 2024 NG911 GIS Grant
- Completed 2025 3" pixel Orthophoto flight.
- Completed the conversion of NG911 related data layers to the standardized NG911 format. Submitted NG911 layers to the Wisconsin GIS Data Hub
- Continued the transition of GIS software and services to support NG911. Started development of a new 911/law enforcement GIS server.
- Assisted Sheriff's department's transition to the Emergency Services IP Network (ESINet)
- Created multiple web applications/maps for various projects.
- Worked with TEDCOR on Broadband Equity Access and Deployment (BEAD) planning grants and various other projects.
- Started migrating Land Records database/software from GCS to T-Tech.
    - Started migration of document imaging and Survey Database to Laserfiche.

- Started development of 2026 Plat Book
- Participated in implementation team for UKG Time/Attendance
- Worked with multiple departments on various projects including Administration, County Clerk, Emergency Management, Forestry & Parks, Highway, Land Conservation, Planning and Zoning, Technology Services, Sheriff's Department.
- Assisted many other public and private parties involving mapping and data analysis.

Current Year Challenges

- Learning the policies and procedures necessary to maintain the NG911 and Master Street Address Guide (MSAG) layers and databases.

On the Horizon

- Funding challenges (Land Records Budget)- The $30 recording fee that funds the Land Records program has not been adjusted since it was implemented in 2015. This, in addition to the slow housing market, is affecting income levels while hardware and software fees are rising above the cost of inflation…creating a budget shortfall. Numerous solutions are being investigated at the State level to address this shortfall.
- In 2026 we will be transitioning from GCS/Catalis land records software to Transcendent/Ascent.
- In 2026 we are creating a new edition of the plat book
- 2026-2027 we will be implementing a NG911/Law Enforcement Server and upgrading the main GIS server.
- Numerous legislative items are being implemented that will change some of our processes. Some examples are;
  - Judicial Privacy Act (2023 Wisconsin Act 235, 2025 Wisconsin Act 25)
  - Repeal of personal property tax and implementation of building, improvements and fixtures. (2023 Wisconsin Act 23)
  - Election workers protection Act (Wisconsin Act 7)

PHYSICAL ADDRESSING

Overview

This division coordinates and maintains systematic physical address numbering for existing and new development. In addition, to assure proper development of future road names as outlined in Ordinance #265-1996. This Division continually works with E-911 Dispatch to resolve address and road conflicts. Wisconsin State Statutes Chapter 59 governs the Physical Address program.

Current Year Accomplishments

- There were 177 new physical addresses issued & installed throughout the County.
- There were 45 new signs issued for those that were worn, damaged or missing.
- A total of 69 physical addresses were changed from their original assigned numbers to resolve identified errors.
- 304 Plats of Survey were scanned, indexed and filed along with 110 Certified Survey Maps (CSM).
- Reviewed address and/or road name issues between the various County and Telephone Company databases as part of the NG911 implementation process.

Current Year Challenges

- Learning the policies and procedures necessary to maintain the NG911 and MSAG layers and databases.
- The employee in the contracted Address Installer position retired, leaving that position vacant and having to redistribute the workload.

On the Horizon

- Partial physical address sign replacement projects for Pensaukee and Maple Valley.
- Conversion of address maps from ArcMAP to ArcPRO along with a full data review.
- MSAG update to postal abbreviation standards.
- NG911 implementation.
- In 2026 we will be transitioning from GCS/Catalis land records & permitting software to Transcendent/Ascent.
- Migration of the Survey database to a new software platform.

PROPERTY LISTING

Overview

The Real Property Lister's division is responsible for approximately 42,000 parcels listed in computer files that are used to maintain accurate lists and descriptions of all parcels of real property in the county that are subject to tax and those exempt from such tax. The office provides lists, maps and descriptions for use by assessors, municipal officials, and the public. Wisconsin State Statutes Chapter 70 governs Property Listing.

- On an annual basis a combination of over 8,000 changes, splits, and parcel combinations are entered into the system from January to December.
- The Division continually works with the local municipalities and assessors to transfer assessment data over the internet for uploads to the tax program. Data is annually transmitted in XML format to the Wisconsin Department of Revenue to comply with Statewide Standard for Property Information.
- We continually work with the LandNav/GCS tax program developer to provide new enhancements and upgrades.

Current Year Accomplishments

- There were 39,801 real estate tax bills printed and mailed.
- Approximately 8,000 parcels subject to a conveyance or parcel reconfiguration in 2025.
- There were 8 assessment revaluations in 2025. (Towns of Bagley, Breed, Chase, Gillett, How, Morgan, and Pensaukee, and the City of Oconto Falls)
- The Property Listing staff, along with the Survey Division and Physical Address Coordinator, reviewed 113 land divisions (CSM's, State Plats, and County Plats) in 2025.

Current Year Challenges

- There have been numerous legislative items that were passed that affect many processes and policies. Some examples are;
  - Judicial Privacy Act (2023 Wisconsin Act 235, 2025 Wisconsin Act 25)
  - Repeal of personal property tax and implementation of building, improvements and fixtures. (2023 Wisconsin Act 23)

- Election workers protection Act (Wisconsin Act 7)

On the Horizon

- The Legislative acts mentioned above are being reviewed and modified by trailing legislation and interpretations of the Department of Justice (DOJ) and other controlling state agencies. These changes and interpretations require constant adjustments to local policies and procedures.
- In 2026 we will be transitioning from GCS/Catalis land records software to Transcendent/Ascent.

SURVEYING

Overview

The purpose of the Surveying division is to re-establish, perpetuate, and maintain the physical and record evidence of the original government survey and to preserve the Public Land Survey System (PLSS) and the records thereof, as a basis for an accurate land title and boundary location. This also includes annually working with all 29 municipalities to assure the preservation of these PLSS section corners and land ownership monuments that may become endangered of being destroyed due to construction and development. Wisconsin State Statutes Chapter 59 & 236 governs the Survey Department.

- Provides technical assistance to other county departments, municipalities on landownership and land location issues.
- Provides the base mapping and control for all parcel mapping and GIS applications.
- Reviews and approves CSM's, Plats etc. to make certain that they comply with the Oconto County Land Division Ordinance, additionally Plats of Surveys (POS) and other misc. maps where we do not have statutory review authority are also filed and made available to the public.
- Two-thirds or more of the County has been fully surveyed and re-monumented. Only portions of Townsend, Lakewood, Doty, Riverview, Mountain, Brazeau, Breed, and Bagley remain.
- Guidance is given to local surveyors in the form of survey records, documents, and other notes.
- Continuously obtaining coordinates on section corners in populated areas where they are needed for development reasons. When complete, we can begin to survey the less populated or public land areas.

Current Year Accomplishments

- Last year the Division was able to check, preserve and/or restore approximately 185 PLSS "section corners" in road rights-of-way (ROW) in addition to 15 +/- new off-road PLSS corner observations.
- Most of Breed has been re-monumented. We will be using the re-monumented PLSS framework to re-map Breed's parcels more accurately
- Assisted Forestry/Parks on multiple issues involving marking property lines and elevations.
- Assisted Highway department in analyzing, remapping, and fielding countless calls from organizations relying on Highway ROWs for utility installations and various other projects within these areas. Also marked multiple property boundaries to determine payment for materials.
- Reviewed 114 CSM's, 4 County Plats, and 2 State Plats. 7 CSM's in the City of Oconto and 107 throughout the rest of Oconto County.
- Received new field equipment around mid-year and became familiar with the improvements it provides. A noticeable increase in the ability to gather data in hostile environments has improved field data collection.

Current Year Challenges

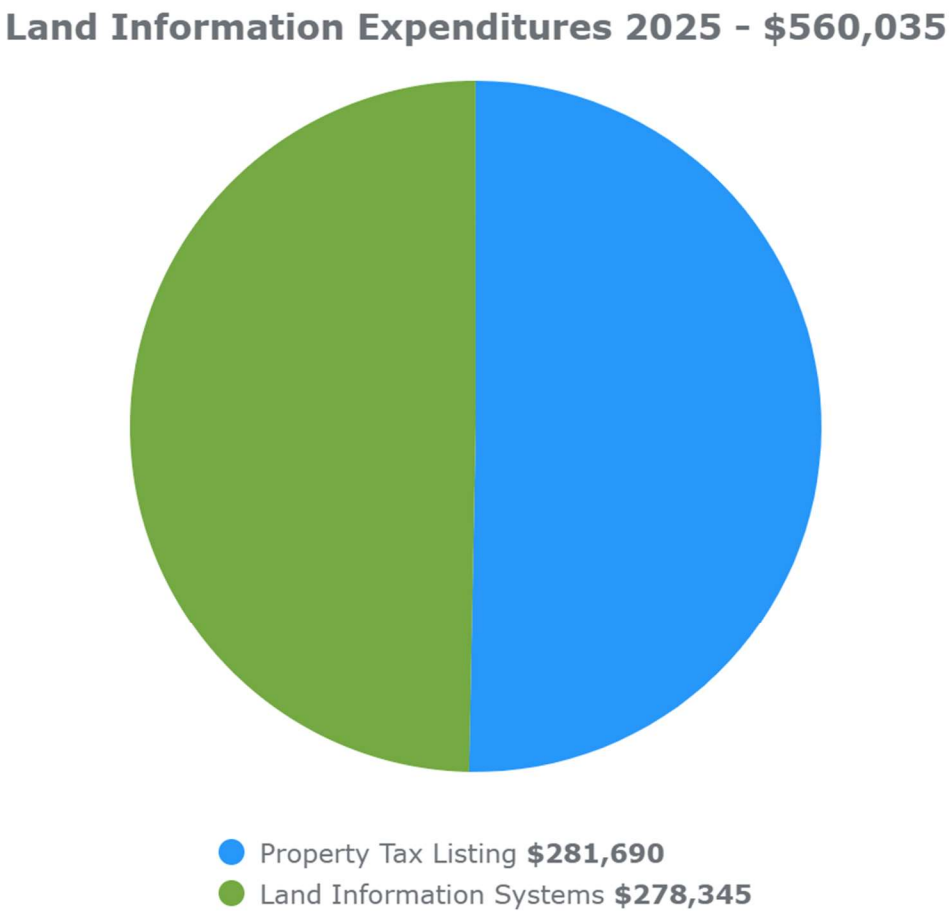
- Assistant Surveyor position has been vacant since 2016. Efficiently completing all the necessary tasks from 2 Full Time Employee (FTE) positions into 1 is a daily challenge.

On the Horizon

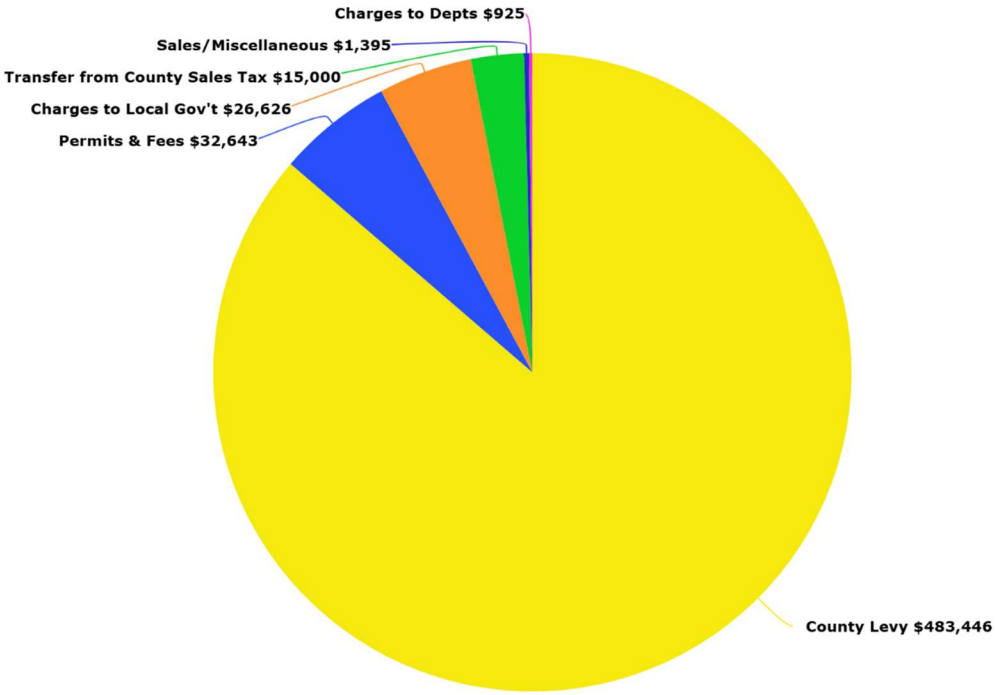
- Re-monumentation projects in the Towns of Breed, Bagley and Doty.
- Update, create and publish new section summaries and tie sheets using data collected. Add these to the county wide PLSS maps and publish them online for use by staff, businesses and the public.
- Incorporating new coordinate projection system North American Terrestrial Reference Frame of 2022 (NATRF 2022) into county processes once it's completed and published
- AutoCAD upgrade.
- Migration of the Survey database to a new software platform.

LAND INFORMATION SYSTEMS FINANCIAL OVERVIEW

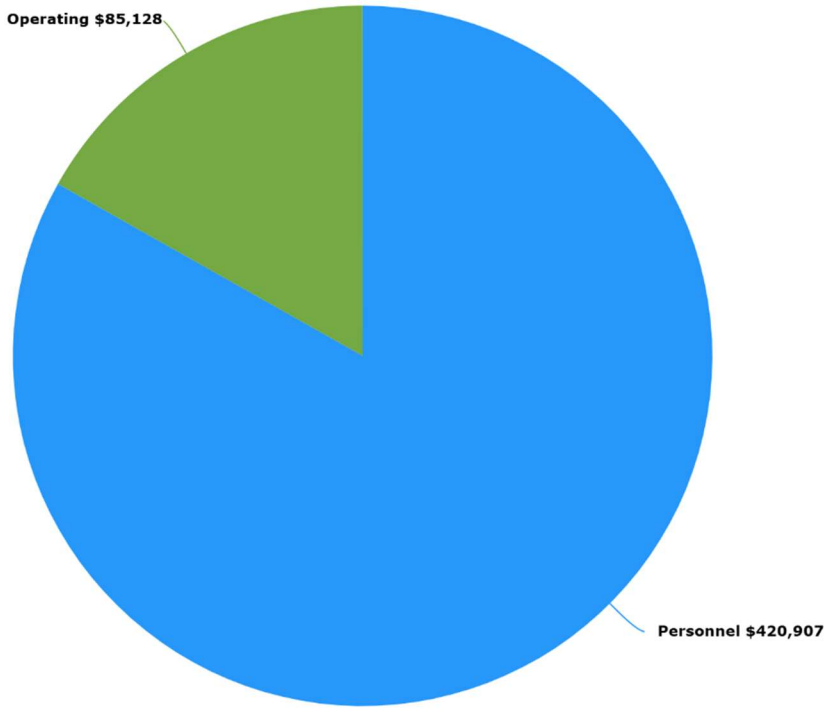
Land Information Systems is primarily a service department, gathering land-related information, organizing it and then providing that information to other departments, municipalities, businesses and citizens. As such it is primarily funded through the tax levy (86%) with the remainder coming out of fees/permits (physical address and CSM/Plat review) along with other miscellaneous sales and charges. The department's expenses are primarily personnel and operating costs (materials, hardware and software).



Land Information Revenues 2025 - $560,035

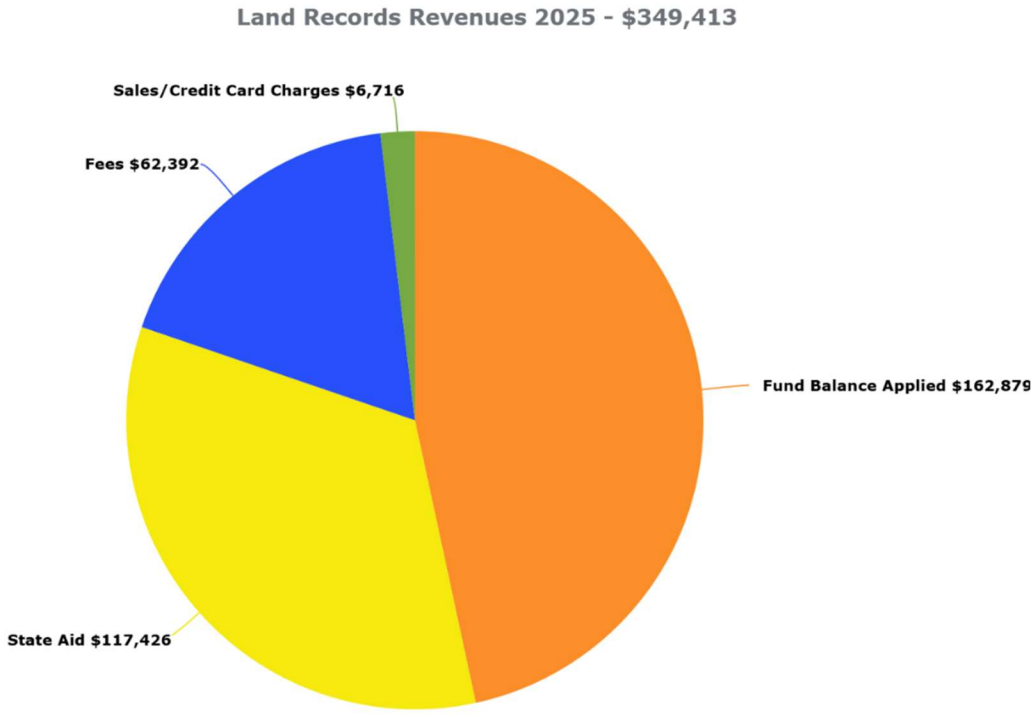


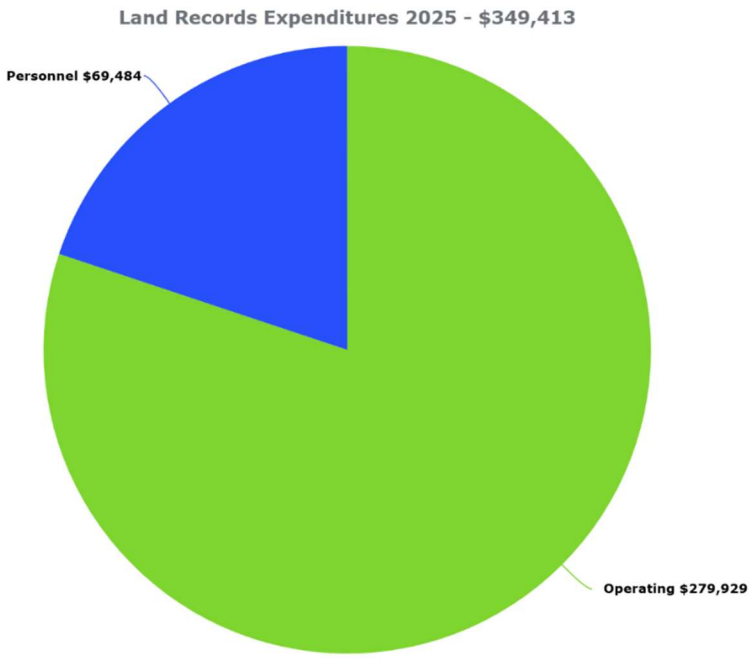
Land Information Expenditures 2025 - $560,035



LAND RECORDS BUDGET FINANCIAL OVERVIEW

The Land Records Program Budget is a non-lapsing budget that does not have an impact on the tax levy. Oconto County has been very successful in obtaining numerous grants over the past years to help with development, implementation, and maintenance of the GIS system, SOLO, the Register of Deeds Land Shark, Zoning Department permit tracking, Highway Department sign inventory, Sheriff's Department 911 mapping and the Forestry Department Emergency Shadow of the Dam program.





Maintenance Department
Scott Krueger, Facilities Manager
301 Washington Street, Oconto, WI 54153

2025 Annual Report

Department Overview:

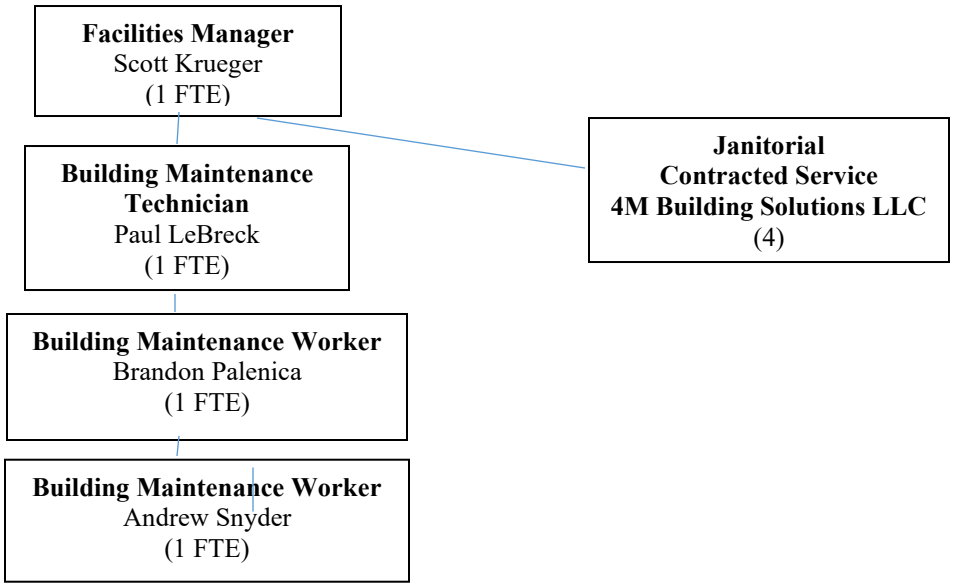
The Oconto County Maintenance Department consists of four full-time staff and operates with an annual budget of $1,882.647.00. The department is responsible for the maintenance, repair, and overall functionality of county buildings, grounds, and equipment. Oversight was provided by the Property & Technology Committee: Supervisor Guy Gooding, Supervisor Wesley Kobylarczyk, Supervisor John Wittkopf, Supervisor Richard Pillsbury, and Supervisor Brandon Dhuey.

- Ensure safety of employees and visitors across all county facilities.
- Maintain cleanliness of buildings and grounds.
- Perform groundskeeping, including mowing and snow removal.
- Inspect and maintain HVAC, electrical, and plumbing systems.
- Complete minor renovations and remodeling projects.
- Coordinate vendors, contractors, and special projects.
- Manage mail and deliveries at the courthouse.
- Maintain doors, locks, security systems, and cameras.
- Service and clean fleet vehicles.
- Perform painting, lighting replacement, and general repairs.
- Support workspace reconfiguration and equipment move.

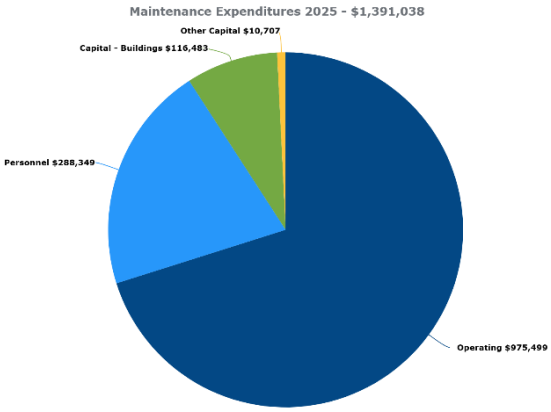
Mission Statement:

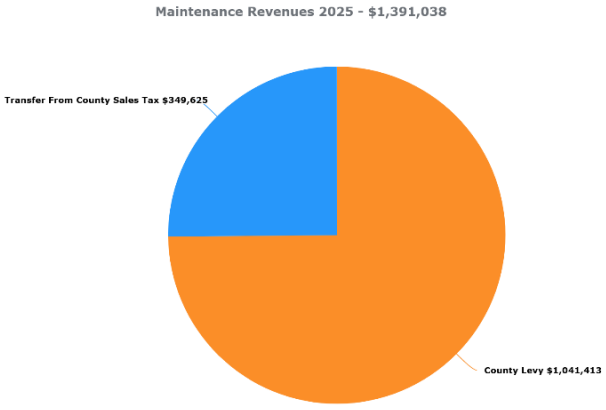
The Maintenance Departments objective is to maximize the availability and reliability of all building systems to ensure safe, efficient, and high-quality operations.

Organizational Chart:



Financial Overview:





2025 Department Highlights

- On Budget: Maintained operations within approved budget; minimal carryover due to project timing.
- Operational Capacity: Worked short staffed most of 2025.
- Service Pro workload: Completed 400+ service requests in addition to daily operations.

Current Year Accomplishments:

In addition to routine operations projects above and beyond daily maintenance the Maintenance Department completed or oversaw the following projects:

- Carpet Replacement – Building C 2nd Floor.
- LEC roof repair.
- Child Support Office Remodel.
- Fire Panel upgrade/5 doors ADA Compliant.
- LEC landscaping.
- Oconto Falls building remodel upgrade.
- Riverview office setup.
- Security upgrades, including ADA compliance for multiple access points.
- Sidewalk repairs.
- Facility-wide LED lighting upgrades (Buildings A, B, and C).
- Interior painting (County Clerk, Finance, and common areas).
- Mechanical system repairs and upgrades.
- S2 System Management**:** continuous programming of ID badges and access control systems due to ongoing staff turnover.
- Floor Maintenance: Assumed in-house responsibility for buffing and waxing across the entire complex, resulting in cost savings for the County.
- Boiler Replacement Buildings A, B, & C.

Current Year Challenges:

- Growing Workload: Additional facilities and radio towers without staffing increases.
- Rising Costs: Materials, equipment, gas. and contracted services continue to increase.
- Ongoing maintenance of buildings at courthouse and off-site facilities.

On the Horizon

- Tuck Point Buildings A, B, & C, ongoing.
- Skywalk Stucco & Carpet.
- Radio Tower Maintenance, ongoing.
- Dampers on HVAC system to electrical Building A.
- Kitchen Appliance Replacement for Jail.
- Building A A/C Replacement.
- Window Replacement Buildings A, B, C, ongoing.
- Sidewalk Repairs.
- LEC Water Heater Replacement

Strategic Focus

- Maintain safe, compliant, and operational facilities.
- Prioritize high-impact capital improvements.
- Control costs through in-house work where feasible.
- Align staffing and resources with expanding facility demands.

REGISTER OF DEEDS OFFICE

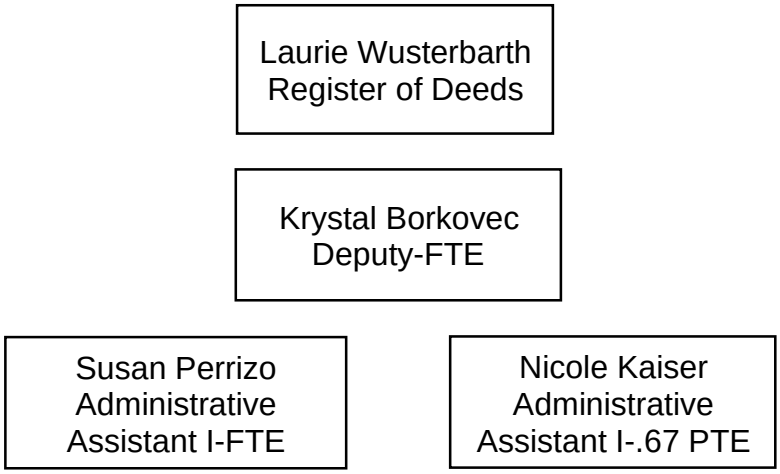
2025

ANNUAL REPORT
to
THE OCONTO COUNTY BOARD OF SUPERVISORS

Respectfully submitted by

Laurie Wusterbarth
Register of Deeds

Organizational Chart



Department Overview

The office of the Register of Deeds in Wisconsin is older than our state itself, having been established in 1836 to protect the integrity of land ownership.

The Wisconsin Constitution established the Register of Deeds as a permanent element of the county-level government structure in 1848.

In 1907, the Register of Deeds statutorily became the designated office where all vital records for birth, marriage, death, and military discharges would be accepted, indexed, filed, stored, and issued.

Our office reviews, records, and scans real estate documents into safe, archival storage and indexes, and provides access to and maintains those records while complying with Wisconsin State Statues (59.43) and (69.23).

The Register of Deeds Office reports to the Land & Water Resources Committee of the Oconto County Board of Supervisors, with members consisting of Supervisors Tim Cole (Chair), Pat Scanlan (Vice Chair), Wayne Kaczrowski, Mike Beyer, and Dale Mohr.

Mission Statement

To be the official county repository for real estate records, personal property records, and vital records.
To provide safe archival storage and convenient access to the public records.
To implement statutory changes, system modernization, program and procedure evaluation, and staff development to assure a high level of timely service for our citizens and customers.

How the Register of Deeds Serves the Public

Property Ownership: deeds, mortgages, satisfactions/releases, land contracts, right of ways, easements, agreements, federal tax liens, termination of decedent's interest, certified survey maps, and plat maps can all be found in our office, and copies can be issued. Tract searches are performed by attorneys, title companies and the public to locate documents pertaining to their interested parcel(s).

Vital Records: copies of birth, marriage, divorce, and death certificates are available in our office, and genealogists utilize those records for their family tree searches. All birth and marriage certificates from 1907 to the present are now available statewide.

Military Discharges: DD-214 records are recorded and permanently stored for our military veterans. There is no recording fee, per WI State Statute 45.05.

Financial Position

At year end, the revenue generated by the Register of Deeds office was $391,723.00, while expenses totaled $298,734.00 (excluding $2,800.00 paid from carryover account), resulting in a $92,989.00 credit. In addition, $62,336.00 was generated for the Land Information fund, therefore a total of $155,325.00 went to the county via the Register of Deeds office. Budgeted revenue was $400,000.00 and budgeted expenditures were $299,694.00.

Current Year Accomplishments

*****Recorded 7,798 real estate documents: 4,969 electronically (63%) and 2,829 paper (37%)
*Issued 6,351 vital record copies
*Update to our online program, LandShark, which is used to search/purchase copies of real estate documents
*Update to our software program, LandLink, to accommodate the recording of Judicial Officer documents due to the implementation of Act 235, the Judicial Privacy Act
*Currently 162 users are signed up for Land Notification, which is our property fraud protection program
*Maintenance of tract books for preservation
*****Back-indexing of historical documents to allow more access within our office and for public users on LandShark
*Knowledge of tract searching by staff continues to improve

Current Year Challenges

The current economy continues to affect the number of recordings, since the majority of documents we record are deeds and mortgages. When interest rates are up, recordings are generally down due to home sales and refinances being down, and when recordings are down, our revenue is down.

On the Horizon

*Continuing to work with Technology Services to implement the new imaging system, Laserfiche
*Update to our property fraud alert program, Land Notification
*Implementation of a new program at the State Vital Records Office which will allow for increased functionality in issuing vital records
*****Implement the use of Point & Pay credit card system
*****Review scanned plats for accuracy of inclusion and naming once Laserfiche is installed, for searching purposes

Fee Schedule

Recording Fee
*****$30 per document

Real Estate-Related Uniform Commercial Code Financing Statements
*****UCC-1 Financing Statement (fixture filings only): $30 per document
*****UCC-3 Financing Statement Amendment (fixture filings only): $30 per document

Federal Tax Liens
*****Filing or recording: $30 per document

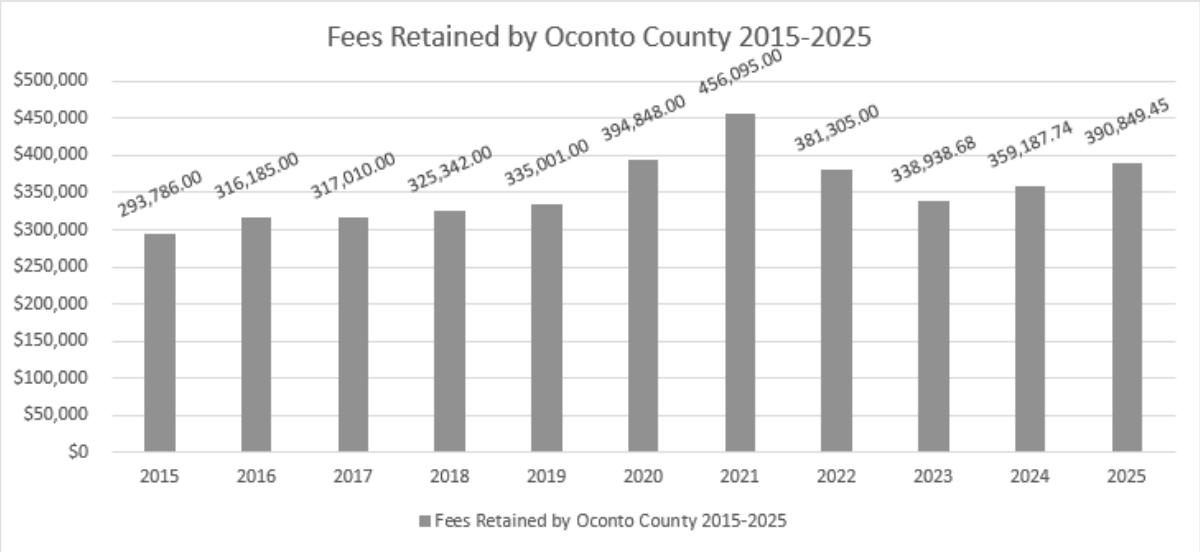
Copies of Recorded Documents, UCC filings, Federal Tax Liens
*****$2 for the first page and $1 for each additional page, per document. An additional $1 is charged for certification.

Filed Plats
*****Plats (Cemetery, Condominium & Subdivision): $50
*****Transportation Project Plats: $25

Vital Records
*****$20 for the first copy and $3 for each additional copy, when ordered at the same time

FEES COLLECTED BY REGISTER OF DEEDS IN 2025

FEE CATEGORY	COUNTY Regular Fees	COUNTY Land Information Funds	STATE	TOTAL REVENUE
REAL ESTATE RECORDING FEES	118,296.97	62,336.00	54,544.00	235,176.97
REAL ESTATE TRANSFER TAX	176,667.48		706,669.92	883,337.40
REAL ESTATE COPY FEES	17,180.00			17,180.00
REPORTS/POSTAGE/MISC/SEARCH FEES	11.00			11.00
ONLINE ACCESS FEES	55,724.00			55,724.00
VITAL RECORDS COPY FEES	22,970.00		18,022.00	40,992.00
TOTALS	**390,849.45**	**62,336.00**	**779,235.92**	**1,232,421.37**



INCLUDES:

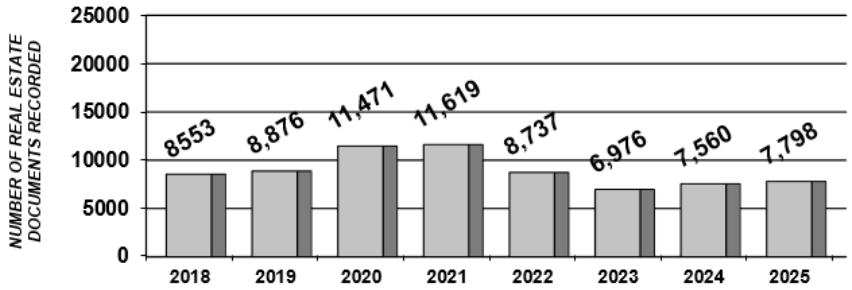
- ***COUNTY SHARE OF RECORDING FEES***
- ***COUNTY SHARE OF VITAL RECORDS FEES***
- ***LANDSHARK ONLINE ACCESS REVENUE***
- ***REAL ESTATE COPIES AND MISCELLANEOUS FEES***
- ***COUNTY SHARE OF TRANSFER FEE***

DOES NOT INCLUDE:

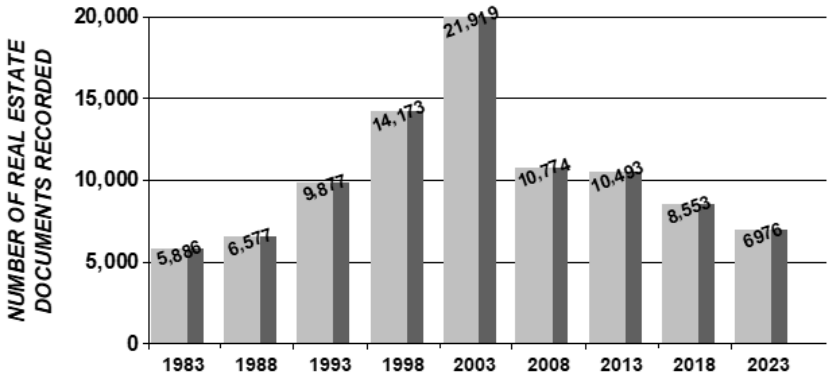
- ***FEES COLLECTED FOR THE STATE OF WISCONSIN***
- ***COUNTY LAND INFORMATION PROGRAM REVENUE***

IN 2025, THE REGISTER OF DEEDS OFFICE RECORDED
2 VETERAN'S DISCHARGE/SEPARATION PAPERS FOR NO FEE.
WE ALSO FULFILLED 94 VITAL/REAL ESTATE RECORD COPY REQUESTS
FOR VETERAN'S BENEFITS AT NO CHARGE, PER WI STATE STATUTE

VOLUME OF REAL ESTATE RECORDINGS
2018 - 2025



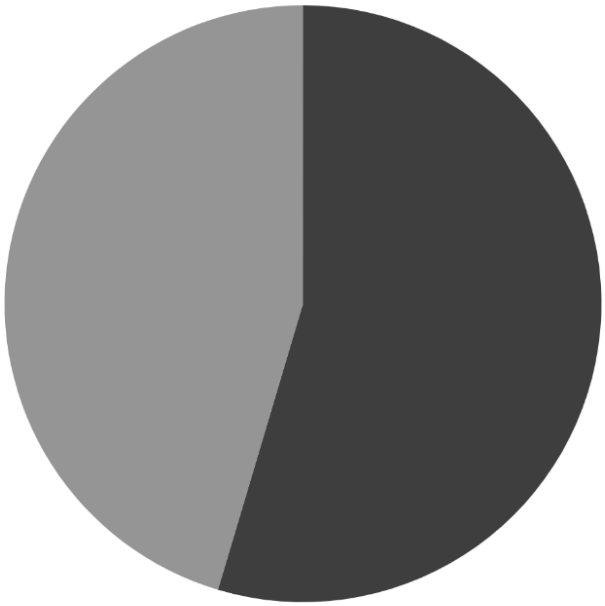
HISTORICAL DATA 1983-2023



VITAL RECORDS ACTIVITY IN 2025

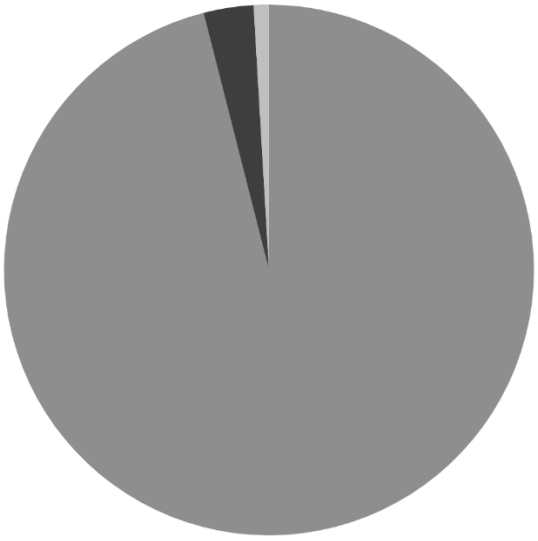
2025 VITAL RECORDS	ORIGINAL RECORDS PROCESSED		TOTAL ISSUED	
	First copy	Add'l copies	This year	Last Year
BIRTHS	516	292	808	671
DEATHS	570	4,236	4,806	4,079
MARRIAGES	311	402	713	489
DIVORCES	4	20	24	3

Register of Deeds Revenues 2025 - $391,723



- Register of Deeds Fees **$213,891**
- Real Estate Transfer Fees **$177,832**

Register of Deeds Expenditures 2025 - $301,534



- Personnel **$289,576**
- Operating **$9,158**
- Carry Over Funds **$2,800**

2025 ANNUAL REPORT
PLANNING & ZONING DEPARTMENT

Department Overview:

Planning & Zoning Department administers the County's general zoning, shoreland, floodplain, private sewage system, airport, subdivision, nonmetallic mining and other ordinances. These ordinances are administered and enforced county wide within the townships of Oconto County. The ordinances are adopted under the authority granted to the County Board under various sections & chapters of WI Statute 59.69, 144, 145 and Chapter 236.

The mission of the Oconto County Planning and Zoning Department is to protect and promote the public health, safety and general welfare of Oconto County. Through the planning efforts and plan implementation with various ordinances, the department guides and regulates land use activities as Oconto County works toward a vision of being a family centered destination in which to live, work, and recreate.

The Land & Water Resources (LWR) Committee oversees the departments of Forestry & Parks, Land Conservation, Land Information/Records, Planning, Zoning & Solid Waste, Register of Deeds and UW Extension. The Committee consists of 5 members of the county board and 2 alternate members whom may attend public hearings in the absence of a committee member.

While the department may only have 8 FTE on staff, they have many years of experience and knowledge. Even with the most recent hire in 2022, the department staff have a combined 138 years of experience working in the department at the various positions.

Land & Water Resources Committee:

Tim Cole - Chair	Wayne Kaczrowski	Mike Beyer
Pat Scanlan - Vice Chair	Keith Schneider	



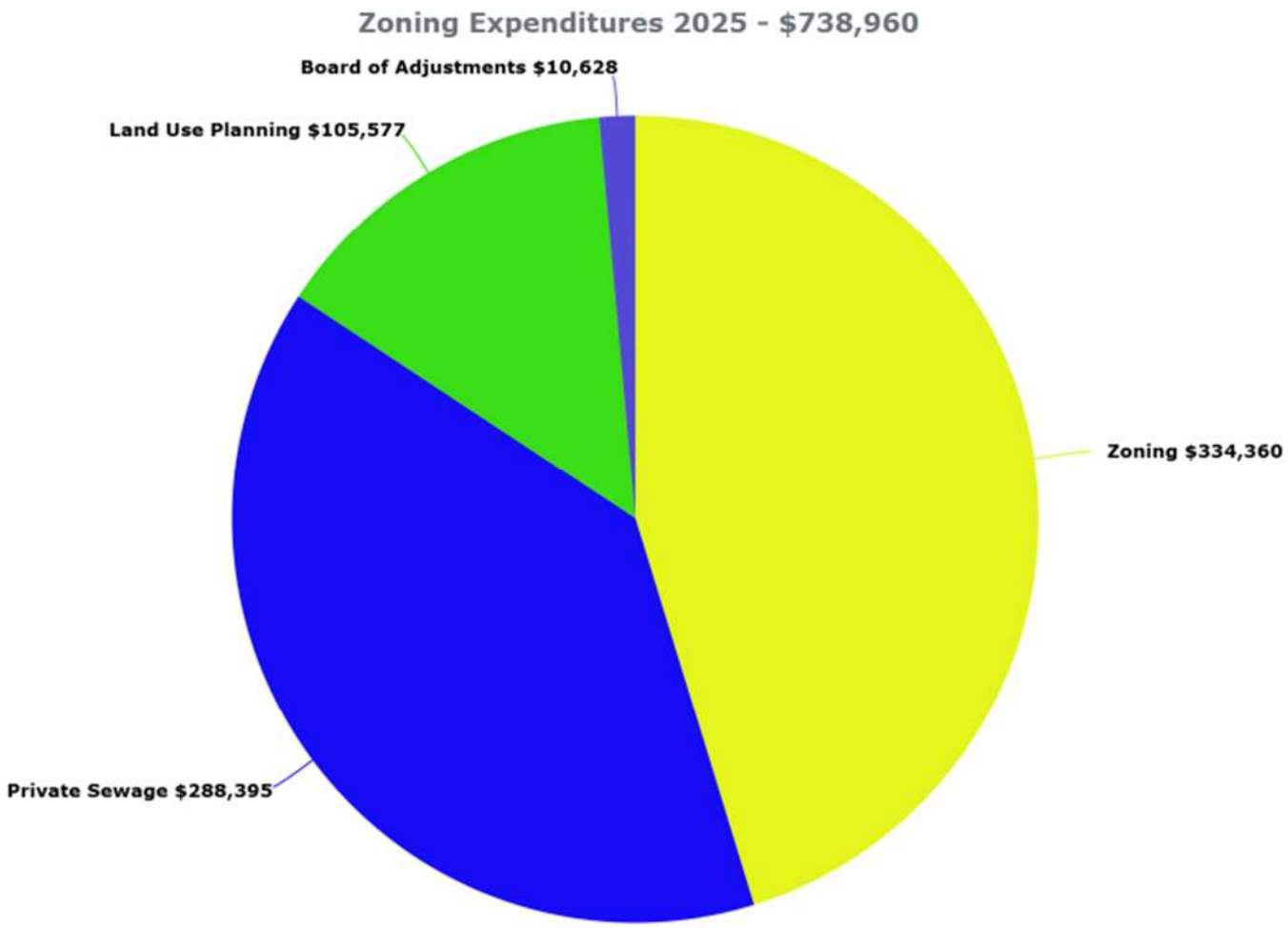
Financial Overview

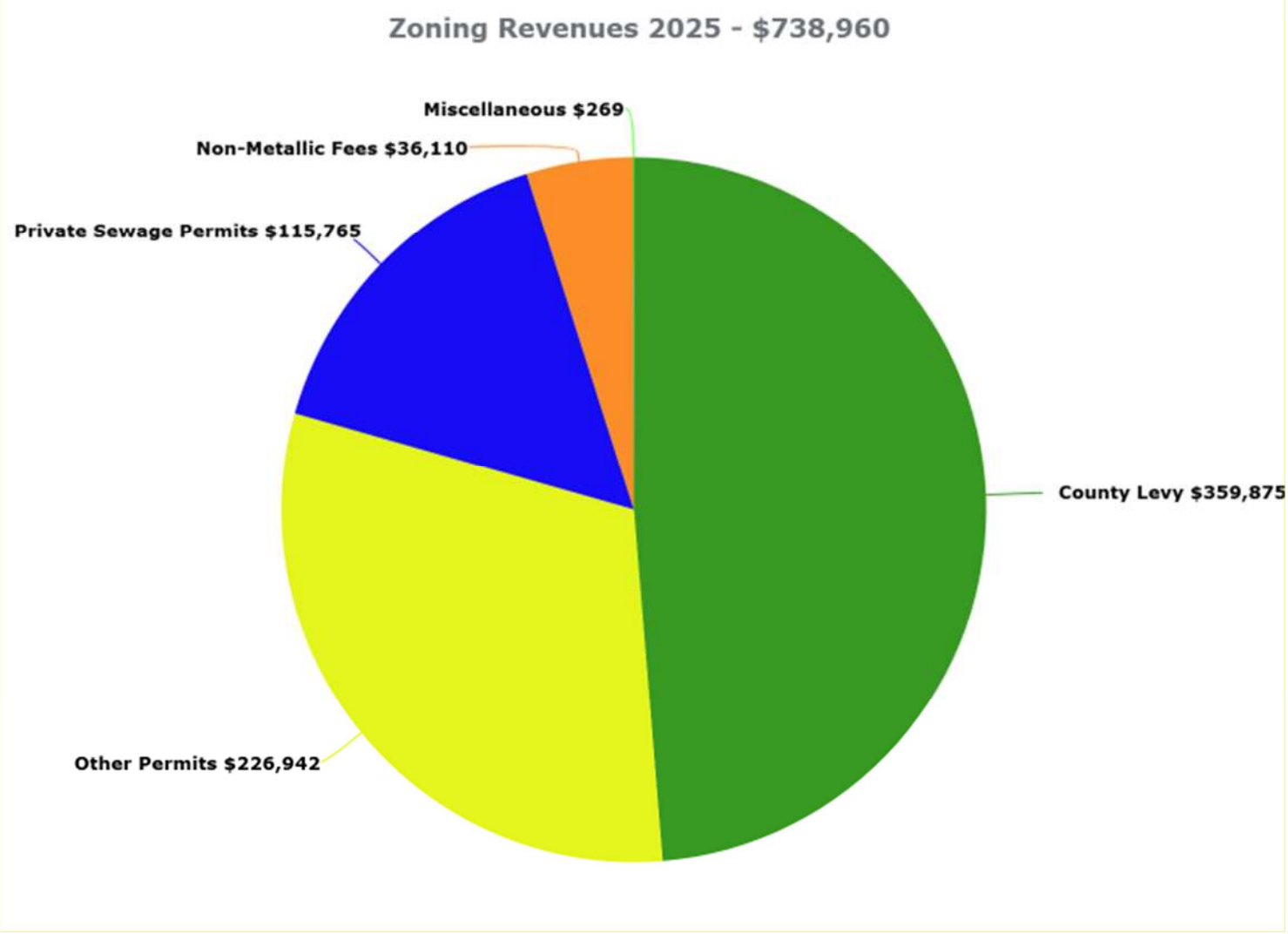
Revenues for the department are generated via permit application fees for land use, sanitary, nonmetallic mining, land division permits, public hearing fees, etc. Sanitary & Zoning permit revenues met the budgeted revenues in 2025. Personnel costs is a major expense to run the department.

The goal of the department was to assure fiscal responsibility with budgeted county tax levy dollars while furthering the orderly development of properties within the towns of Oconto County and protection of the counties' many natural resources. The department did not exceed the adopted budgeted levy amount to manage the mandated programs. The final department figures showed the actual levy amount reduced by $4,846 from the budgeted amount of $364,720 to $359,874.

Adjusted Budget Expenses	$741,720
Adjusted Budget Revenue	$377000
Budgeted Levy Amount	**$364,720**

Actual Expenses	$738,960
Actual Revenue	$379,085
Actual Levy Amount	**$359,874**



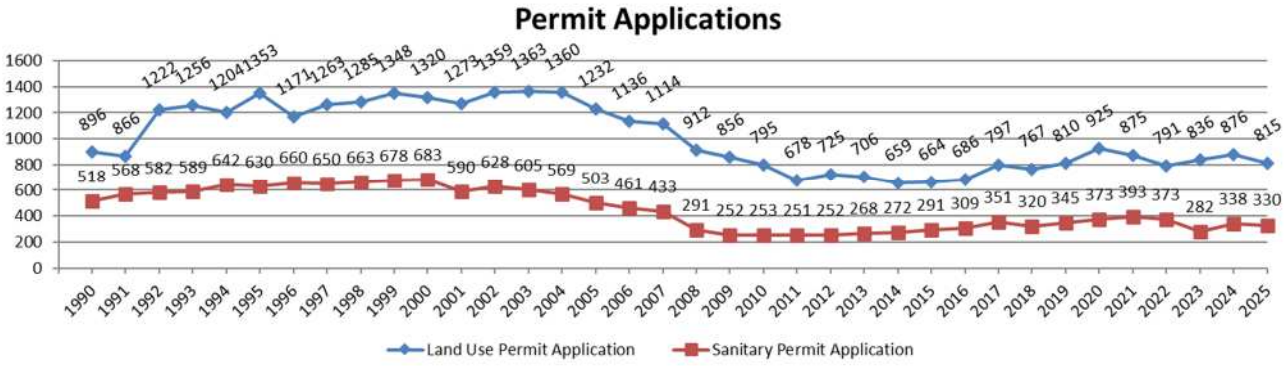


2025 Accomplishments

Land Use and Sanitary Permits



The Planning and Zoning Department regulates certain land use activities through the issuance of land use permits and sanitary permits in compliance with the Oconto County Zoning, Shoreland, Floodplain, Non-Metallic Mining and Sanitary Ordinances. The following charts further break down permits issued historically by the department, including the northern satellite office.



Land Use & Sanitary Permits Total, 2022 – 2025

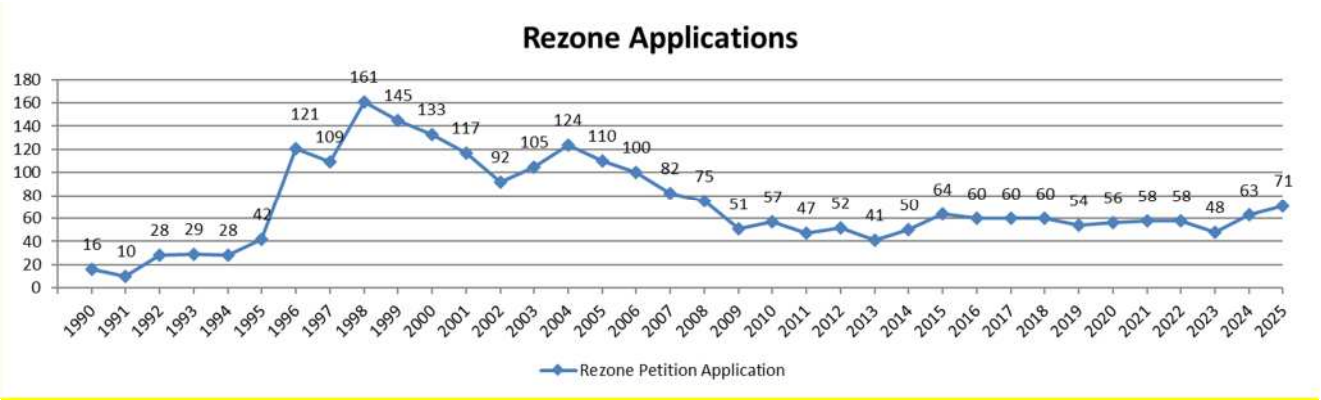
Land Use Permits (LUP)	**2022**	**2023**	**2024**	**2025**
Total LUP	791	836	876	815
Issued by: Zoning Office	481	536	525	510
Northern Office	223	236	287	305
Deputy Zoning Admin.	87	55	64	-
New Single Family Homes (Non-Shoreland)	122	81	82	90
New Single Family Homes (Shoreland)	19	26	40	32
Floodplain Development	6	9	6	10
Sanitary Permits				
# of Sanitary Permits issued	373	282	338	330
# of Sanitary Permits Inspected	360	268	307	316
Sanitary Permits by Type				
New Construction	158	114	131	109
Reconnects	36	31	42	34
Replacements	157	106	125	108
Replace tank only	18	15	10	21
System Modifications	4	3	4	2

Land Use & Sanitary Permits by Municipality, 2023 – 2025

	2023		**2024**		**2025**			**2023**		**2024**		**2025**	
	LUP	Sani	LUP	Sani	LUP	Sani		LUP	Sani	LUP	Sani	LUP	Sani
Abrams	49	6	49	6	35	10	Maple Valley	14	5	14	5	13	4
Bagley	9	1	9	1	11	6	Morgan	19	5	19	5	18	7
Brazeau	65	7	65	7	91	22	Mountain	49	19	49	19	58	18
Breed	27	9	27	9	28	17	Oconto	39	12	39	12	27	11
Chase	52	13	52	13	37	16	Oconto Falls	23	7	23	7	21	12
Doty	21	12	21	12	19	13	Pensaukee	32	11	32	11	38	11
Gillett	26	6	26	6	18	10	Riverview	63	28	63	28	69	27
How	12	6	12	6	16	7	Spruce	18	3	18	3	17	5
Lakewood	70	27	70	27	57	26	Stiles	22	18	22	18	31	6
Lena	11	6	11	6	10	3	Townsend	81	30	81	30	80	46
Little River	26	7	26	7	29	15	Underhill	34	21	34	21	29	11
Little Suamico	74	23	74	23	79	19	Cities or Villages	0	0	0	0	0	4

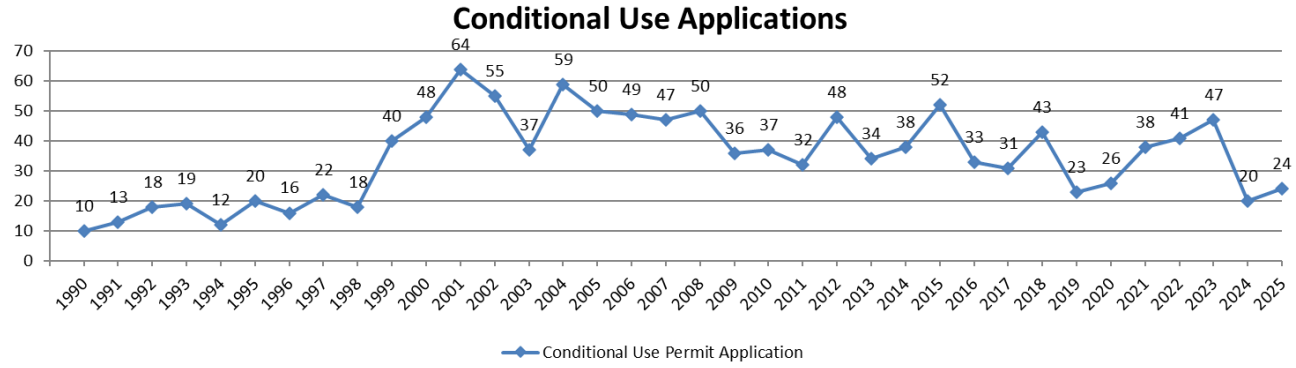
Petition to Rezone Applications

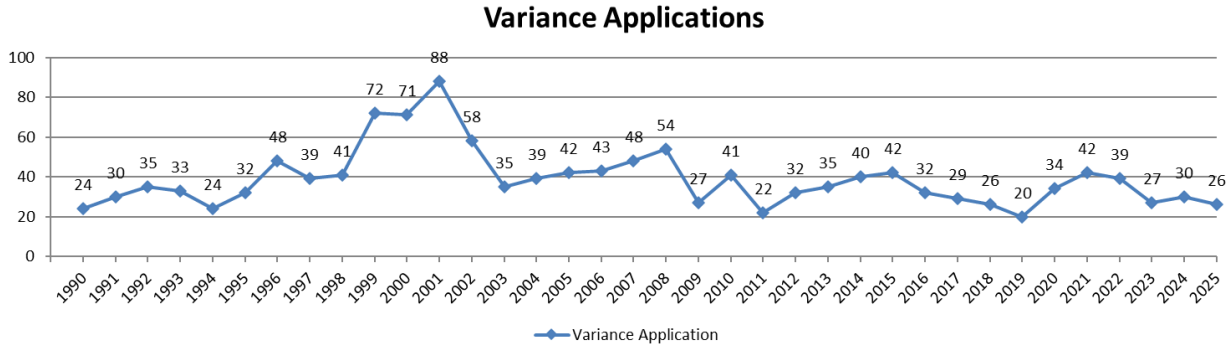
The Planning and Zoning Department assist the LWR Committee in reviewing petitions to rezone land within Oconto County. In 2025, the Oconto County Planner provided the LWR Committee with a thorough review and report on each of the 71 rezone petitions. Beginning in 2023, the department began utilizing a consent rezone process for inconsequential areas that are part of parcel realignments where no new lots are created. The department processed 13 consent rezones in 2025. The staff reports are prepared to assist committee members in the review process to ensure decisions are consistent with the Oconto County 20-year Comprehensive Plan as required by s. 66.1001 Wis. Stats. In addition, the Planner provided numerous preliminary staff reviews to landowners and Town Officials for consideration in determining plan and ordinance consistency for development proposals and rezone petitions.



Conditional Use and Variance Applications

The Planning and Zoning Department provides assistance to the Oconto County Board of Adjustments in reviewing conditional use permit applications. In 2025, department staff provided the Board of Adjustment with a thorough review and report on 24 conditional use permit applications. A conditional use permit is a special permit issued by the Board of Adjustments that may contain unique conditions in order to permit the proposed use. The department staff provided the Board of Adjustment with a thorough review and report on 26 variance applications. The department also provided the LWR Committee with a thorough review and report on 1 land division variance. A variance is a relaxation of the dimensional standards of the Oconto County Zoning Ordinance and the Oconto County Land Division Ordinance.





Nonmetallic Mining & Reclamation Permits



The Oconto County Nonmetallic Mining Program has been in existence since August of 2001. Activities for 2025 included collecting annual fees for actual unreclaimed acreage for field season 2025. The department collected a total of $39,720.00 in fees of which $5310.00 was allocated to the WDNR. Utilizing the 2025 orthophotos, the department was able to better assess the actual active acreage for each site. New 2025 orthophotos flown this Spring provided additional data to assist with compliance. The department performs

onsite inspections, violation investigations, and data collecting to maintain the program. Staff has been reviewing each nonmetallic mining site's Financial Assurance to assure the County would have no financial responsibility in the event the operator defaults or leaves the pit in an unreclaimed condition. To date we have $2,077,775.00 in Financial Assurance on the books. In 2024 we increased annual fees to assure the NMM fees are adequate to administer the program. The department also maintains a database to keep track of Quarry Conditional Use Permits and Financial Assurance expiration deadlines.



	2022	2023	2024	2025
# of New NMM Permits Issued in fiscal year	1	1	2	0
# of Active Nonmetallic Mining permits in fiscal year	49	48	49	48
# of Acres currently being mined	941.00	881.00	947.93	974
# of Total affected acres	3179.00	3220.00	3287.844	3140
# of acres that have been reclaimed in fiscal year	13.00	77.00	13.00	41.00
# of In-Active Nonmetallic Mines	7	7	5	4
# of In-Active Nonmetallic unreclaimed acreage	14.80	14.80	11.8	11.8

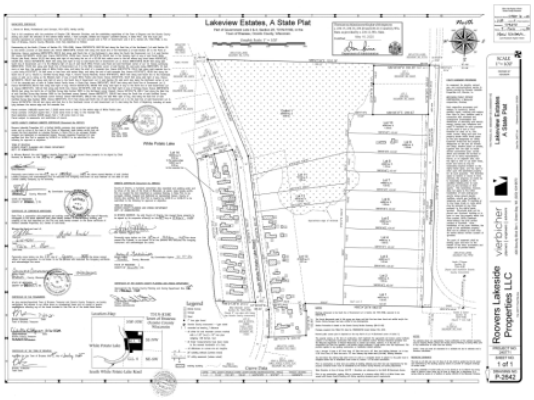
Ordinance Development and Amendments

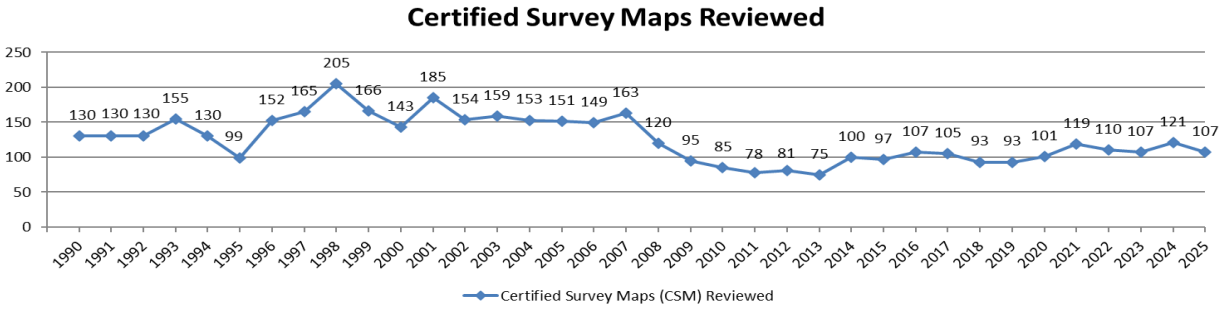
The Oconto County Zoning & Shoreland Ordinances regulate land uses and shoreland development within all the towns in Oconto County. Being that Oconto County is a rural county; ordinances are construed to be the least restrictive as compared to ordinances within cities and villages. In addition, legislative bills may bring about changes to regulations for consistency across the state.

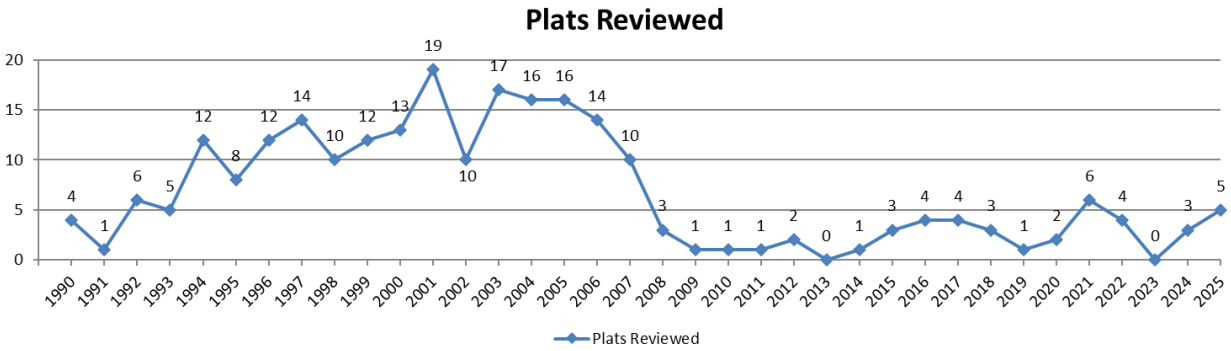
One change that the LWR Committee reviewed was amendments to Chapter 26 Shoreland Development Ordinance. WDNR updated the state shoreland model ordinance with modifications to the text language based on 5 WI Statutory changes since 2021 and modifications to WI Admin Code NR 115 Wisconsin's Shoreland Protection Program. In February, the Zoning Director provided recommended text changes to Chapter 26 to be compliant with the WDNR model ordinance and state statutes. The LWR Committee held a public hearing on 7-14-25 to seek public comment on the recommended text amendments. Subsequently, the Oconto County Board of Supervisors approved O2025-08-01 on 8-21-25 to make effective the text amendments to Chapter 26 Shoreland Development Ordinance to maintain compliance with DNR Shoreland standards.

The LWR Committee also initiated a review of the Zoning Ordinance section on recreational vehicles and campers. As camping has become more prevalent in the county, the department has fielded a number of complaints and subsequent violations of the current ordinance standards. Violations of camping longer than the allowed 60 consecutive days without proper permits to the extreme of people residing permanently in campers which is not an allowed use. In late summer, the LWR Committee reviewed camper ordinance language from multiple counties and suggested amendments were drafted. By the end of 2025 the LWR Committee had a draft amendment prepared for public hearings in early 2026.

Land Division Reviews In 2025, the Planner managed the review of 107 Certified Survey Maps *(48 Certified Survey Maps, 26 Retracement Certified Survey Maps, 33 Realignment Certified Survey Maps)*, 3 County Plats and 2 State Plats. Of the 48 Certified Survey Maps submitted 40 have been finalized, creating 56 new lots. The remaining 8 Certified Survey Maps submitted, and pending approval will create an additional 20 new lots. Of the 26 retracement certified survey maps (a combination of existing lots) submitted and reviewed, 21 have been approved and recorded. Of the 33 Realignment Certified Survey Maps, 30 have been approved and recorded. Of the 3 County Plats submitted 1 has been finalized creating 8 new lots. The remaining 2 County Plats if approved will create an additional 29 lots. Of the 2 State Plats submitted 1 has been approved creating 10 new lots. The remaining 1 State Plat if approved will create an additional 30 lots. In addition to the formally submitted land division reviews, numerous preliminary land division proposal reviews were provided to surveyors, developers, and landowners.







Zoning Enforcement

The department receives many complaints throughout the year. Most complaints are in regard to construction without obtaining proper Zoning permits or an improper use of property not permitted within the specific zoning district. Many enforcement cases are easily resolved through correspondence to the property owner to obtain the proper permits. Department can impose after the fact (ATF) fees to seek conformance with Zoning standards. While compliance with the ordinance standards is the ultimate goal in a timely manner, a number of violations required stepped up enforcement with the use of citations. The department issued 114 citations of which 49 were dismissed as compliance with the enforcement order was achieved prior to the court date. The following data summarizes complaints and enforcement cases created or acted upon in 2025 as compared to previous years:

	2021	2022	2023	2024	2025
# of Complaints Filed with Zoning Dept	177	155	267	299	299
# of Open/Unresolved Cases end of 2025	3	7	5	33	82

Planning

In 2025, the Planner aided developers, consultants, surveyors, town officials and landowners in the review of development proposals, rezone petitions, conditional use and land divisions applications for consistency with adopted plans and compliance with all applicable ordinances. Planning also provided GIS assistance to the Planning and Zoning Department and other County Departments (data development, data maintenance, and fulfilling data and mapping requests). The Planner continued assisting Towns with plan updates and plan implementation.

2025 CHALLENGES

The Zoning Department continues to see development pressures across all aspects of land use. Available land for residential developments are a challenge for developers and department staff. In the southern region of the county, the most suitable acreage for development has either already been developed or is preserved for current or future agricultural land uses. The available lands for developers are less suitable due to high groundwater, prevalent wetlands throughout the acreage and/or minimum frontage, acreage standards in place by town ordinances cause developers to reconsider subdivision proposals in certain areas of the county.



There are additional pressures on the county's larger acreages, specifically agricultural lands with a proposed solar farm in the Town of Morgan. Next-Era Energy Corp. is proposing a 100 Mega Watt solar array development that bypasses local jurisdiction. Wisconsin Statutes allows large scale utility projects, greater than 100 MW to bypass local permits and is approved by the WI Public Service Commission. This process initiated in 2019 has caused multiple issues with land useage, environmental concerns and local authorities & citizens loss of control for proper land use planning. This has been a unique challenge in 2025 for the department and is anticipated to continue in 2026 as multiple departments work with Administration, Corporation Counsel and outside legal counsel on drafting a Local Operating Agreement with Next-Era.

ON THE HORIZON

Looking forward to 2026 the department will be upgrading its management tools that will hopefully expedite the permit process. The department has worked with Transcendent Technologies to convert GCS Permit tracking software to Ascent Software. This should improve data gathering and reporting requirements for state submittals. This will include a weblink for septage service providers to report the septic maintenance requirements for the over 5000 property owners that are due for septic maintenance on an annual basis.

Land use changes across the county are evolving from residential development to the south, agricultural land uses in the central towns and increased uses of our lakes and streams of the northern towns will challenge the department and L&W Resources Committee with how best to manage land uses across Oconto County. Future updates to the Oconto County Comprehensive Plan will further guide the department with the land use tools necessary to meet the purposes and vision for Oconto County.

2025 SOLID WASTE DEPARTMENT
ANNUAL REPORT

DEPARTMENT OVERVIEW:

The Oconto County Solid Waste Department administers the Solid Waste Management and Recycling Ordinances of the Oconto County Code of Ordinances. The purpose of the ordinances is to protect and promote the health and general welfare of the people and communities and to promote recycling, composting and resource recovery through the administration of an effective recycling program under the authority granted by WI Statute 287 and Chapter NR 500 & NR 544 Wi Admin. Code.

The 2025 Oconto County Recycling Program was in its 9th year of conversion to a Single Stream recycling program. With the conversion to single stream, Oconto County maintained its status as a Responsible Unit for its member municipalities. The following municipalities committed to work with Oconto County under a new 3-year intergovernmental agreement: Abrams, Bagley, Doty, Village of Lena, Town of Lena, Little Suamico, Maple Valley, Morgan, Oconto, Riverview, Stiles, How, Village of Suring, Oconto Falls, City of Oconto Falls.

Land & Water Resources Committee:

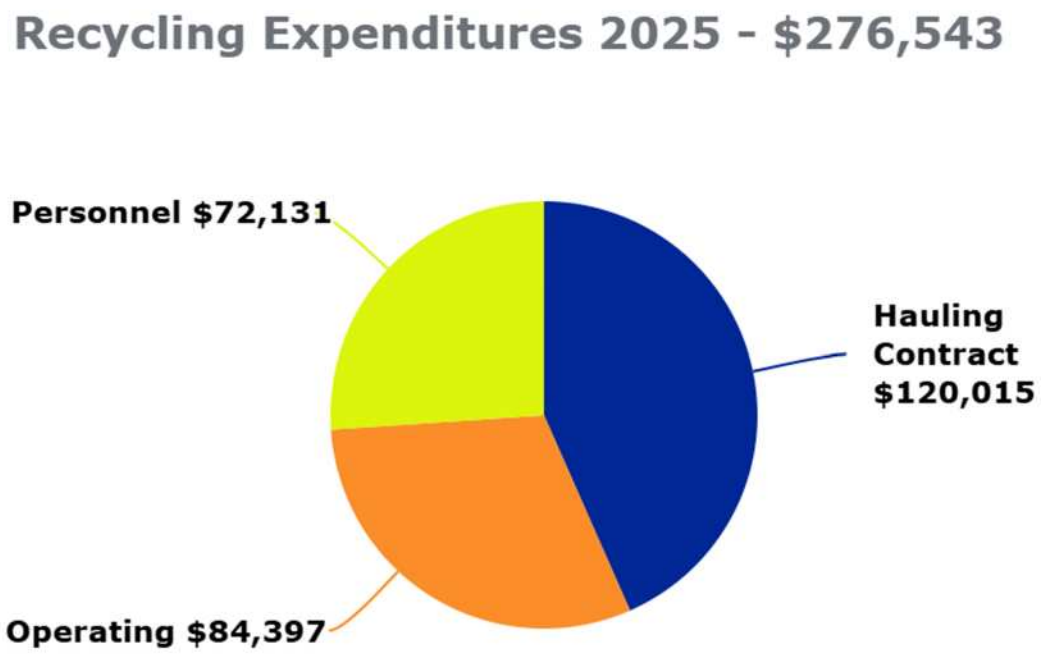
Tim Cole - Chair	Wayne Kaczrowski	Mike Beyer
Pat Scanlan - Vice Chair	Keith Schneider	

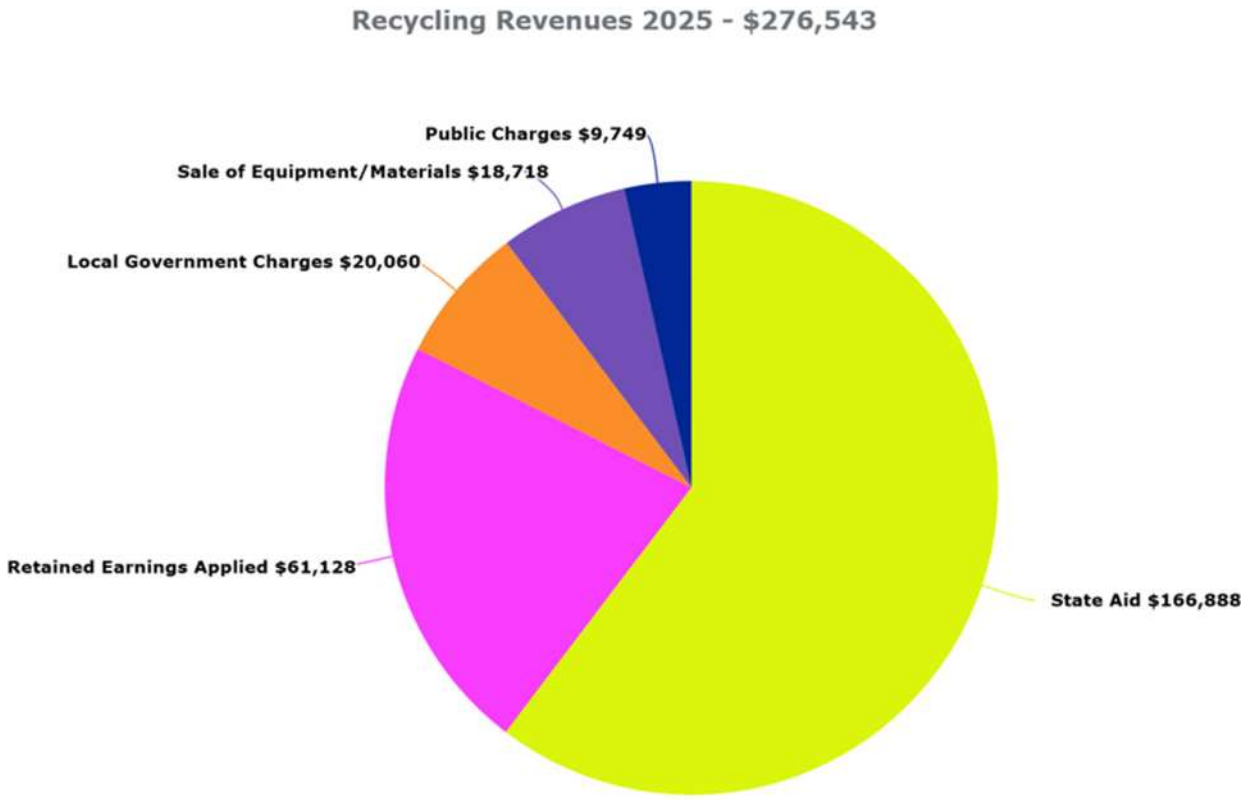
Solid Waste Department Staff:

Pat Virtues- P&Z/SW Director
Kaylynn Lasley - Administrative Assistant II
Paula Place - Administrative Assistant I

FINANCIAL OVERVIEW:

The Solid Waste Department applies for and annually receives DNR grant funds to administer the Oconto County Recycling Program for its member municipalities. Grant funds awarded in 2025 were $166,888 and are to be used for expenses related to single stream recycling of the residential waste stream and other recyclables banned from landfills. Most of the expenditure is from operating costs that involve hauling/transportation contracts to move recyclables from municipal drop off sites to facilities where they can be processed into marketable materials. The following graphs show the breakdown of revenues & expenses for the Recycling program.





Grant funds and revenue from sales of single stream recyclables were not sufficient to cover all the actual costs and $61,128 of Retained Earnings were used to balance the budget. The current Recycling Program operates with no tax levy dollars. At the end of 2025 the restricted retained earnings in the Recycling Reserve account is at $69,400.

CURRENT YEAR ACCOMPLISHMENTS:

Single Stream Recycling with Committed Municipalities:

Oconto County is the responsible unit for 15 committed municipalities. With the conversion to single stream recycling, all services are provided via contracts between Oconto County and licensed haulers to properly transport and dispose of recyclable items at designated recycling facilities. The drop off sites provide for convenient locations for citizens to dispose of their recyclables. The contracted hauler collects single stream recyclables from 8 yd containers located at the municipal drop-off centers weekly. Each site requires a certain number of 8 cu yd. containers to collect a week's worth of single stream recyclables. The City of Oconto Falls maintains a county owned compactor and roll off for single stream recyclables as well as a curbside collection service. All single stream materials are processed at the Tri-County MRF in Outagamie Co. The department also administers the collection of used tires, scrap metals including appliances, waste oil & used oil filters, antifreeze, electronic waste items such as televisions, computer-related equipment, lamps & bulbs, batteries and other miscellaneous electronic items through contracts. 2025 tonnage reporting of single stream materials collected at the drop off centers are provided below. 2025 Single Stream tonnages of 1323 tons were more than the 2024 tonnage amount of 1148.81 tons.



2025 MUNICIPAL TONNAGES COLLECTED BASED ON # OF 8 CU YD CONTAINERS

	8 cubic yd container ct.	*Municipal tonnages
ABRAMS	6	120.31
BAGLEY	1	20.05
DOTY	4	80.20
LENA-VILLAGE/TOWN	4	80.20
LITTLE SUAMICO	8	160.41
MAPLE VALLEY	2	40.10
MORGAN	3	60.15
OCONTO TOWN	5	100.26
RIVERVIEW	11	220.56
STILES	7	140.36
SURING & HOW	4	80.20
Total	55	1102.81

Total tonnage report from Brown Co Transfer Station.

*Town tonnages are approx. based on full containers upon weekly collection

	2025
City/Town Oconto Falls SS compactor	32.41
City of Oconto Falls Curbside Collection	170.79
City of Oconto Falls Cardboard/OCC Rolloff	16.93
Total Oconto Falls	220.13
TOTAL TONS	1322.94

The Tri-County Materials Recovery Facility (BOW) MRF Composition report provides a summary of materials that are recycled throughout Northeast Wisconsin communities. Below is the percentage of materials that were processed at their facility from multiple communities.

TRI-COUNTY (BOW) MRF COMPOSITION								
	Percent							
Commodity	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**Average**
Newsprint	~	~	~	~	~	~	~	~
Cardboard	20.18%	22.17%	25.03%	22.72%	25.53%	23.18%	19.99%	22.69%
Mix Paper	37.34%	36.66%	33.31%	37.14%	37.15%	33.36%	35.10%	35.72%
Aluminum	1.21%	1.19%	1.56%	1.51%	1.58%	1.95%	2.24%	1.60%
Plastics 3-7	~	~	~	~	~	0.08%	0.22%	0.15%
HDPE - Natural	1.21%	1.10%	1.12%	0.79%	0.94%	0.81%	1.28%	1.04%
HDPE - Color	1.24%	1.20%	1.15%	0.70%	0.75%	1.27%	0.71%	1.00%
PET	3.79%	3.80%	3.68%	3.45%	3.46%	4.13%	4.53%	3.83%
Steel	2.42%	2.40%	2.33%	2.19%	2.28%	2.14%	2.33%	2.30%
Cartons	0.03%	0.01%	~	~	~	~	~	0.02%
Glass	24.01%	22.35%	23.10%	22.53%	21.54%	21.23%	19.60%	22.05%
Residual	*8.56%*	*9.12%*	*8.72%*	*8.97%*	*6.77%*	*11.86%*	*14.02%*	*9.72%*
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
BOW Tonnage	103,924	103,827	109,505	104,886	97,374	77,738	66,279	94,790

Residents from the committed municipalities also recycled the following items as compared to prior years.

OCONTO COUNTY BATTERY, WASTE OIL, SCRAP METAL, TIRES & ELECTRONICS COLLECTION TOTALS

		2022	2023	2024	2025
FREON APPLIANCES	**Count**	**500**	**431**	**490**	**460**
BULBS (FLUORESCENT, LED, Specialty)	**Count**	**1418**	**1946**	**505**	**1070**
USED TIRES (21 to 70 lbs/vehicle tire)	**Tons**	**29.51**	**21.28**	**28.82**	**21.71**
ELECTRONICS (TV's, PC EQUIP, DVD, VCR, ETC)	**Tons**	**20.13**	**22.7**	**11.8**	**13.95**
BATTERIES, VEHICLE (39.5 to 53.3 lbs/battery)	**Tons**	**1.09**	**1.3**	**1.6**	**1.52**
SCRAP METAL	**Tons**	**252.3**	**228.6**	**231.7**	**207.44**
USED OIL	**Gallons**	**3025**	**3700**	**1550**	**1625**
OIL FILTERS (Drum = 235 uncrushed filters)	**Drums**	**1.67**	**4.5**	**4**	**3.7**
USED ANTIFREEZE	**Gallons**	**50**	**150**	**55**	**300**
SOP (shredded office paper)	**Tons**	**3.9**	**0**	**12.08**	**5**

Private businesses such as Waste Management and GFL Environmental collect recyclables via individual private contracts with residences for rural curbside pickup of their waste and recyclables that total more than 350 tons of recyclables annually.







2025 CHALLENGES:

Cost to recycle: Single stream recycling is a commodity that is impacted by the economy. For all 12 months of 2025 there was a tipping fee charge to dispose of single stream materials. This amounted to an expense of $33,223 up from $11,129 in 2024 to dispose of single stream recyclables. Revenues received from collections of items at the drop off sites generated $18,703 which is down from $23,251 from 2024. The department's largest expense continues to be the cost of collecting and transporting single stream recyclables. The hauling contract includes a fuel surcharge due to high gas prices which amounted to $19,331 compared to $20,815 for 2024. With these added expenses, it absorbs all of the DNR grant funds just to cover transportation and disposal costs. As the expenses to run the program increase, the department had to use reserve funds to meet actual expenses for 2025. The graph below shows the monthly tipping fee Brown County charged Oconto County to accept the single stream recyclables from the municipal drop off centers.



Roof Maintenance at the Materials Recovery Facility- The facility which is utilized by the Solid Waste, Emergency Management and Sheriffs Dept has had a leaking roof during heavy rain and snow events. The department worked with a roofing contractor to reseal edging that had uplifted, fasteners that lost their seal and installing new pipe boots around vent penetrations. The repair work will preserve the roof for the near future. The last major roof work was completed during the facility expansion in 2001.



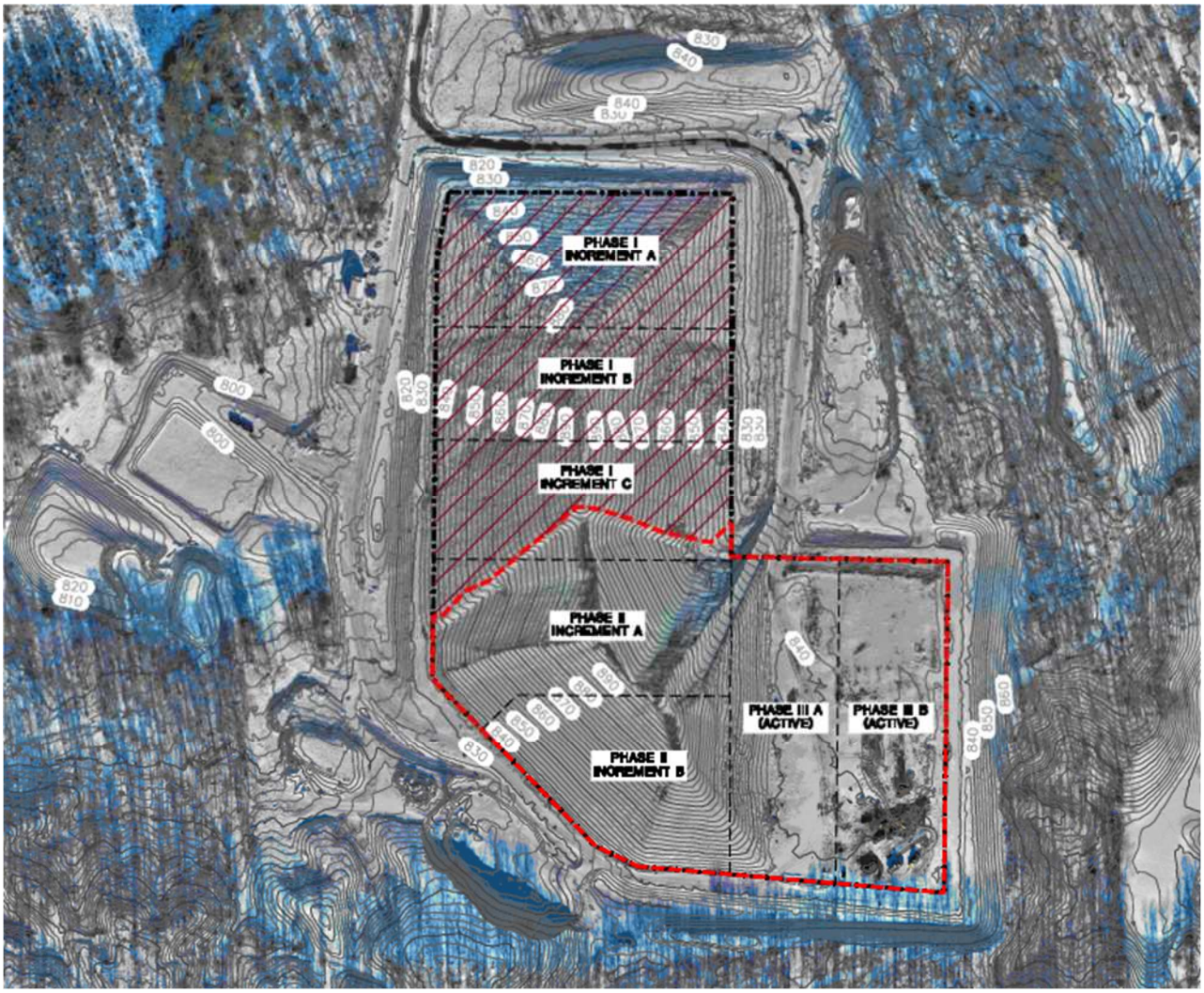




MAROCO LANDFILL FUTURE DISCUSSIONS: In 2025 the MAROCO Landfill began filling in its last land fill cell. (Phase III A & B) This cell is anticipated to last more than 5 years based on the avg tonnages of materials accepted for disposal. Discussions were held throughout 2025 with the MAROCO Landfill Committee, department heads, County Administrators and Committees from both counties on the future options and logistics to either explore other areas of the landfill for additional space, utilize the site for a transfer station and/or a C&D(Construction & Debris) site. At the MAROCO Committee in December, the committee



motioned to seek bids for a cost benefit analysis to aid in determining if a waste transfer station, landfill expansion or closure is the most financially responsible action to take. Future discussions will continue into 2026 as the Committee strategizes on how to manage the continuation of a landfill and eventual transition to final closure and the Counties responsibly of long term care and maintenance.



ON THE HORIZON:

2026 begins a new 3 yr agreement with 15 Committed Municipalities to have Oconto County administer the state-mandated recycling program on the municipalities behalf. Single Stream disposal costs and transportation services remain the greatest impact to managing the recycling program. The municipal intergovernmental agreements do stipulate that if expenses outweigh revenues and the state grant funds, then the municipalities may be required to cover additional expenses.

If commodity prices for recyclables do not change in 2026, the county reserve funds will most likely be used up to balance the 2026 recycling program. During the 2027 budget review process, the county will need to decide on how to support the county recycling program. Directing support from the committed municipalities will be an option for 2027 and the near future. In the meantime, Oconto County will continue to find efficiencies in managing and overseeing the responsibility of state mandated recycling for the committed municipalities as future grant funds & reserve funds remain available.

Sheriff Todd M Skarban

Oconto County Sheriff's Office

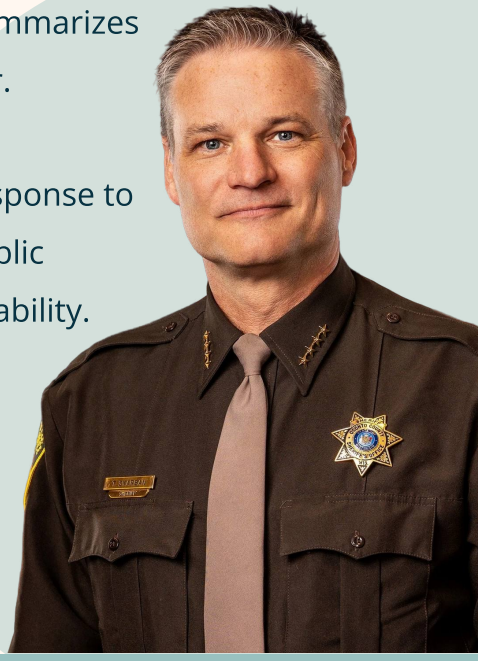
2025 ANNUAL REPORT



A Message from the Sheriff

Dear Oconto County,

The Oconto County Sheriff's Office serves a diverse rural and small-town community with a focus on safety, trust, and service. Our annual report summarizes operational performance, partnerships, and priorities that shaped the year. Emphasis remains on community engagement, responsible resource use, transparent reporting, and readiness for emerging risks. From frontline response to detention operations, our teams work collaboratively to deliver reliable public safety while honoring the values of professionalism, integrity, and accountability.



Thank you for entrusting me to lead this agency and our county's public safety.

Sincerely,

Todd Skarban

Meet Our Command Staff



TODD SKARBAN
SHERIFF



CHAD ANGUS
CHIEF DEPUTY



CAROL KOPP
JAIL ADMINISTRATOR



ERIC THOMSON
INVESTIGATIVE LIEUTENANT



JESS KEPLINGER
COURT SECURITY LIEUTENANT



BRAD PAITL
PATROL LIEUTENANT



NICK SCHOOL
PATROL LIEUTENANT



CULLAN MORRISSEY
PATROL LIEUTENANT



STEVE HANSEN
PATROL LIEUTENANT

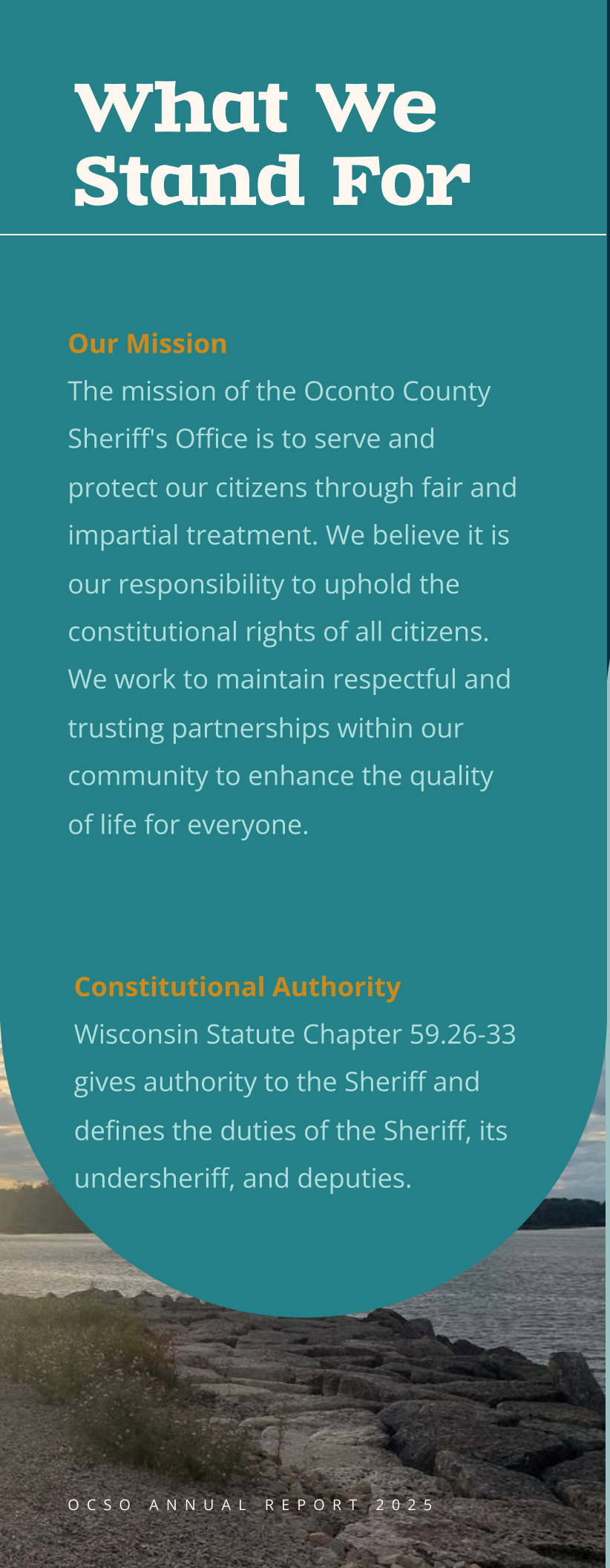
What We Stand For

Our Mission

The mission of the Oconto County Sheriff's Office is to serve and protect our citizens through fair and impartial treatment. We believe it is our responsibility to uphold the constitutional rights of all citizens. We work to maintain respectful and trusting partnerships within our community to enhance the quality of life for everyone.

Constitutional Authority

Wisconsin Statute Chapter 59.26-33 gives authority to the Sheriff and defines the duties of the Sheriff, its undersheriff, and deputies.



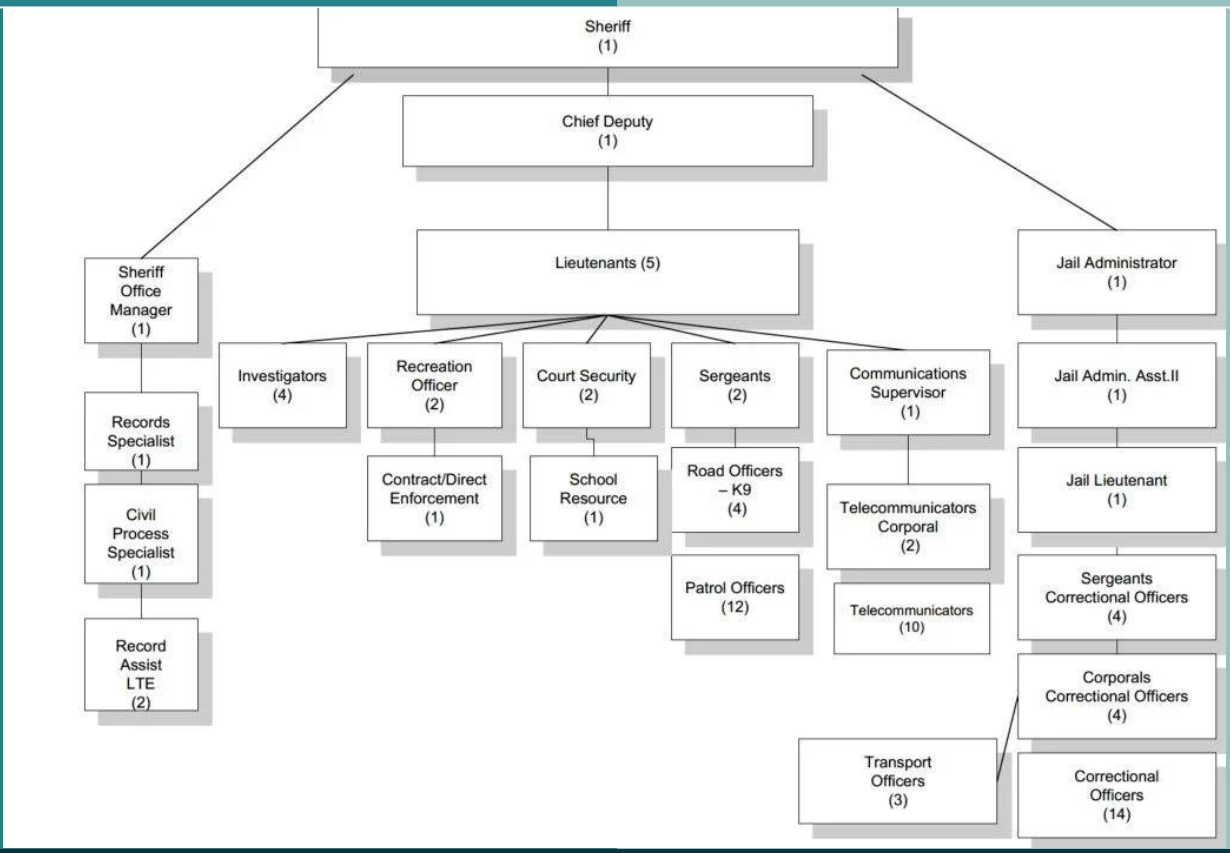
Our Vision

We resolve to provide a positive, fulfilling and engaging experience for our team. We expect and reinforce leadership behaviors that contribute to that culture. Our workforce is the foundation upon which we achieve our public safety goals for the community we serve. We strive to improve quality of life by understanding and answering the needs of our community. We aim to protect the well-being and safety of the public by being an efficient and effective law enforcement team.

Our Values

Safety * Excellence * Innovation * Trust * Respect * Obligation * Teamwork *

Who We Are



NEW HIRES

Justin Gandt *Correctional Officer*	Steve Kessler *Deputy*	Seth Kuhn *Deputy*
Dave Pusick *Deputy*	Jack Smith *Deputy*	Savannah Wichman *Telecommunicator*

PROMOTIONS & SPECIAL ASSIGNMENTS

Kate Aerts *Telecommunicator to Telecommunications Corporal*	Kiley Daul *Telecommunicator to Telecommunications Corporal*	Joseph Ruiz *Deputy to Investigator*
Rita Krause *Admin Assistant III to Office Manager*	Cullan Morrissey *Deputy Sergeant to Patrol Lieutenant*	Steve Hansen *Deputy to Patrol Lieutenant*
Jess Keplinger *School Resource Officer to Court Security Lieutenant*	Taylor Yonker *Deputy to School Resource Officer*	Garrett Baeten *SOCCO Deputy to Recreation Deputy*
Ryan Zahn *Deputy to Recreation Deputy*	James Hanson *Deputy to SOCCO Deputy*	Jacob Kasten *Deputy to Deputy-K9 Handler*

AWARDS & RECOGNITION

Todd Skarban *Distinguished Service Award Recipient*	Carrie Kempka, Adam Lewis, Roberta Longsine, Kendra Niespodzany, Zachary Richardson *Life Saving Award Recipients*	Joseph Ruiz *Officer Service Award Recipient*

ASSIGNED COMMITTEE - PUBLIC SAFETY

Public Safety Committee Members: Dennis Kroll, Don Bartels Jr., Tracy Ondik, David Parmentier, and Al Schreiber

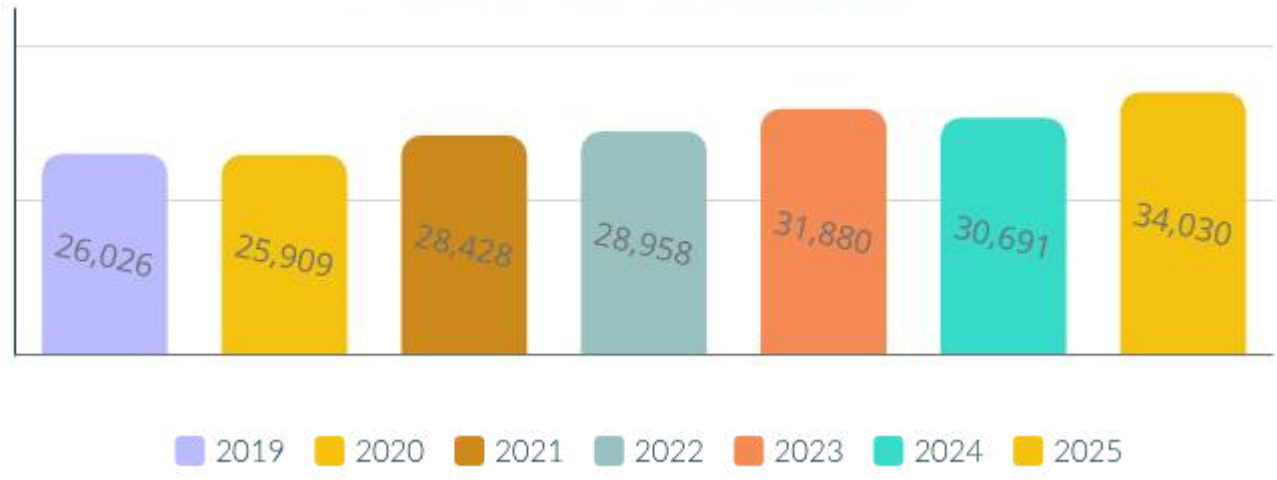
Communications Division





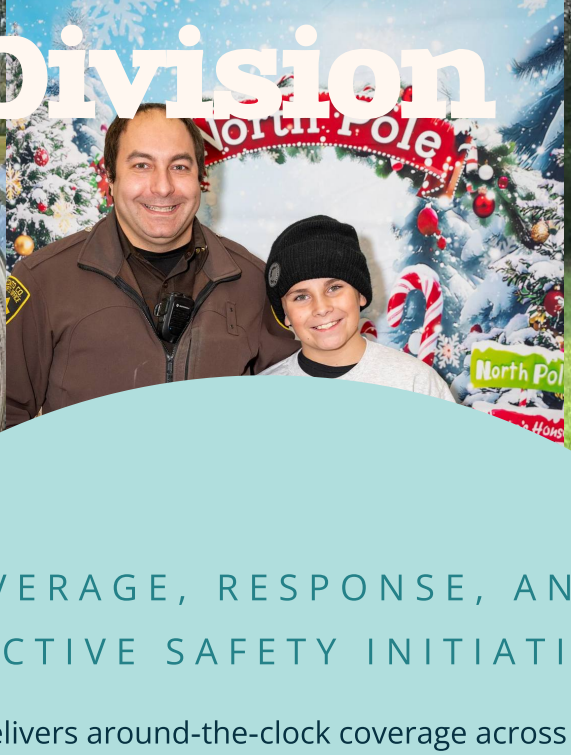
CARING BEYOND THE CALL

Our Dispatch Center provides call intake, triage, and radio coordination for all law enforcement, fire, and EMS partners, as well as takes non-emergency calls from the public . Call takers apply structured protocols to identify urgent needs, gather essential details, and route resources efficiently. Ongoing training reinforces calm, clear communication during high-risk incidents. Upgrades to CAD, mapping, and interoperability tools improve situational awareness and reduce transfer delays. In 2025, Emergency Medical Dispatching software was implemented with grant funding ensuring callers receive reliable support during stressful moments. Our Telecommunicators care about their community, so much so that in 2025 they adopted a section of highway in Oconto County and now coordinate multiple cleanup efforts each year!



Patrol Division

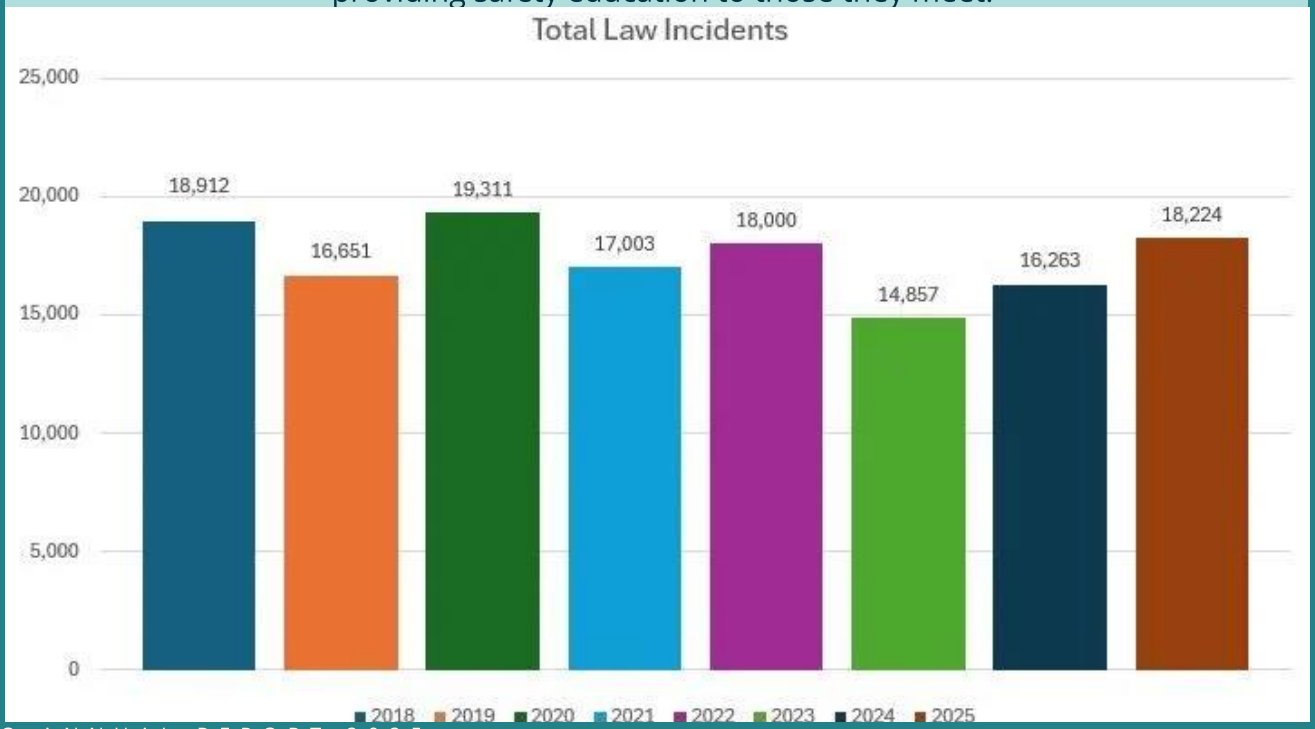






COVERAGE, RESPONSE, AND PROACTIVE SAFETY INITIATIVES

The Patrol Division delivers around-the-clock coverage across towns, villages, and highways. Deputies emphasize visibility, traffic safety, and problem-oriented policing to reduce risk and improve quality of life. Coordinated shifts, directed patrols in identified hotspots, and close collaboration with neighboring jurisdictions support faster response and better outcomes. Community contacts, school visits, and business checks help surface concerns early and guide targeted efforts. Training in crisis response and impaired-driving enforcement further strengthens daily operations. Even off duty, our deputies continually give back by volunteering their time at community and sporting events to ensure safety in large populated areas, training youth and the public in proper firearm safety, and providing safety education to those they meet.



Patrol Division - Rec Program



SAFETY ON & OFF THE TRAILS

The Oconto County Sheriff's Office Recreation Patrol Unit continued proactive enforcement, public safety education, and recreational patrol operations throughout 2025 and will continue into 2026. Recreation deputies dedicated more than 2,000 hours to maintaining safe waterways, ATV trails, and snowmobile routes throughout Oconto County while promoting responsible recreation and ensuring compliance with state laws and county ordinances. Due to the proactiveness of the recreational patrol unit, we are able to submit the below hours for each section of water, ATV, and snowmobile to the Wisconsin Department of Natural Resources for reimbursement of costs each season. This creates a consistent revenue source to help offset the cost of the deputies. For the 2025 water, ATV, and snowmobile seasons, we received roughly $100,000.00.

Patrol Division	Citations	Written Warnings	Participation Hours
Boat Patrol	3	8	92
ATV Patrol	66	90	1,616
Snowmobile Patrol	17	29	369
TOTALS	86	127	2,077

K9 Program



TRAINING, DEPLOYMENTS, AND COMMUNITY OUTREACH

The K9 team supports patrol and investigations with searches for narcotics, evidence, and missing persons. Handlers train regularly in tracking, obedience, detection, and scenario-based deployments to maintain readiness. Deployments are coordinated to maximize safety and preserve constitutional protections. Demonstrations at schools and community events build familiarity, encourage dialogue, and highlight the program's public-safety value. Donations and grants help offset equipment and veterinary costs, while performance monitoring ensures responsible, effective use. In 2025, five canine teams were in patrol operations. Two new canines were added: K9 Gator who was assigned to K9 Deputy Kevin Christensen and K9 Rena who was assigned to K9 Deputy Jacob Kasten. K9 Turbo retired after nine dedicated years with our agency.











Investigations Division

CASE MANAGEMENT, EVIDENCE HANDLING, AND OUTCOMES

Detectives lead follow-up on major incidents, property crimes, narcotics, and sensitive cases. Clear case triage, evidence integrity, and victim-centered communication guide each investigation. Collaboration with prosecutors and regional task forces enhances intelligence sharing and legal readiness. Analysts support pattern recognition, digital evidence review, and warrant preparation. Regular case reviews align workload with priority threats and community impact, while training on trauma-informed practices and technology keeps techniques current and defensible. The deployment of our drone teams have been a huge success in the assistance of apprehending criminals.

ICAC WISCONSIN TASK FORCE

25
ICAC Cases/CyberTips

Brown County Medical Examiner

57
Death Investigations



109
Fraud/Identity Cases

Jail Division



CARE, CUSTODY, AND CONTROL

The Oconto County Jail is the local detention facility primarily used to book and hold individuals awaiting trial, sentencing, or bail, as well as those serving short-term sentences (typically less than a year) for misdemeanor crimes. Our jail manages inmate safety, provides medical and mental health services, and processes, transports, and houses inmates before transferring to state prisons. Beyond confinement, our jail offers rehabilitation programs, educational services, and work release programs. In 2025, we booked in 1,473 inmates. We started a Female Changing Courses Program, and worked with Public Health to provide necessary vaccinations to those incarcerated. We also purchased a wrap system for inmate/offender restraint and provided training to all jail and road officers on its use.

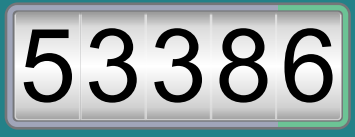
2025 Booking Population



- Male 1079
- Female 394

1,473
Total Bookings

257 Transports Creating



Total Miles

Administrative Division

Our administrative team provides the internal support, structure, and logistical services necessary for our agency to function. They manage all administrative functions including records management, grant management, budgetary oversight, accounts payable and receivable, cash receipting, window and lobby requests, graphic design and marketing, app/website/media management, civil process, sheriff sales, and all other office support functions.

In 2025, our office staff customized and implemented a new physical records room and software solution (titled Versatile by Zasio) to manage the tens of thousands of physical historical documents we have as an agency. This was a major stride towards becoming an accredited Sheriff's Office!

Versatile™ ZASIO 2025



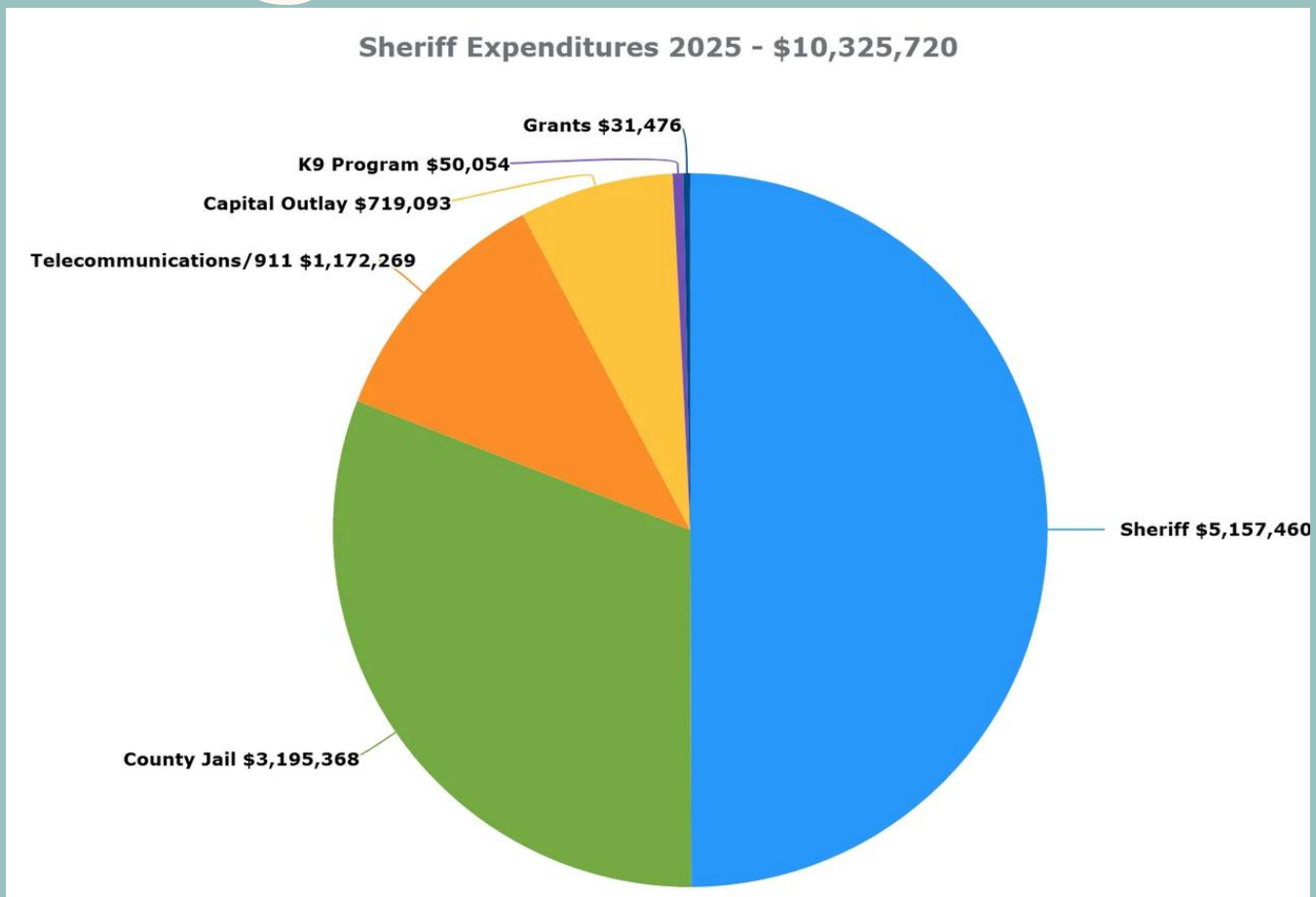
2025 BY THE NUMBERS:

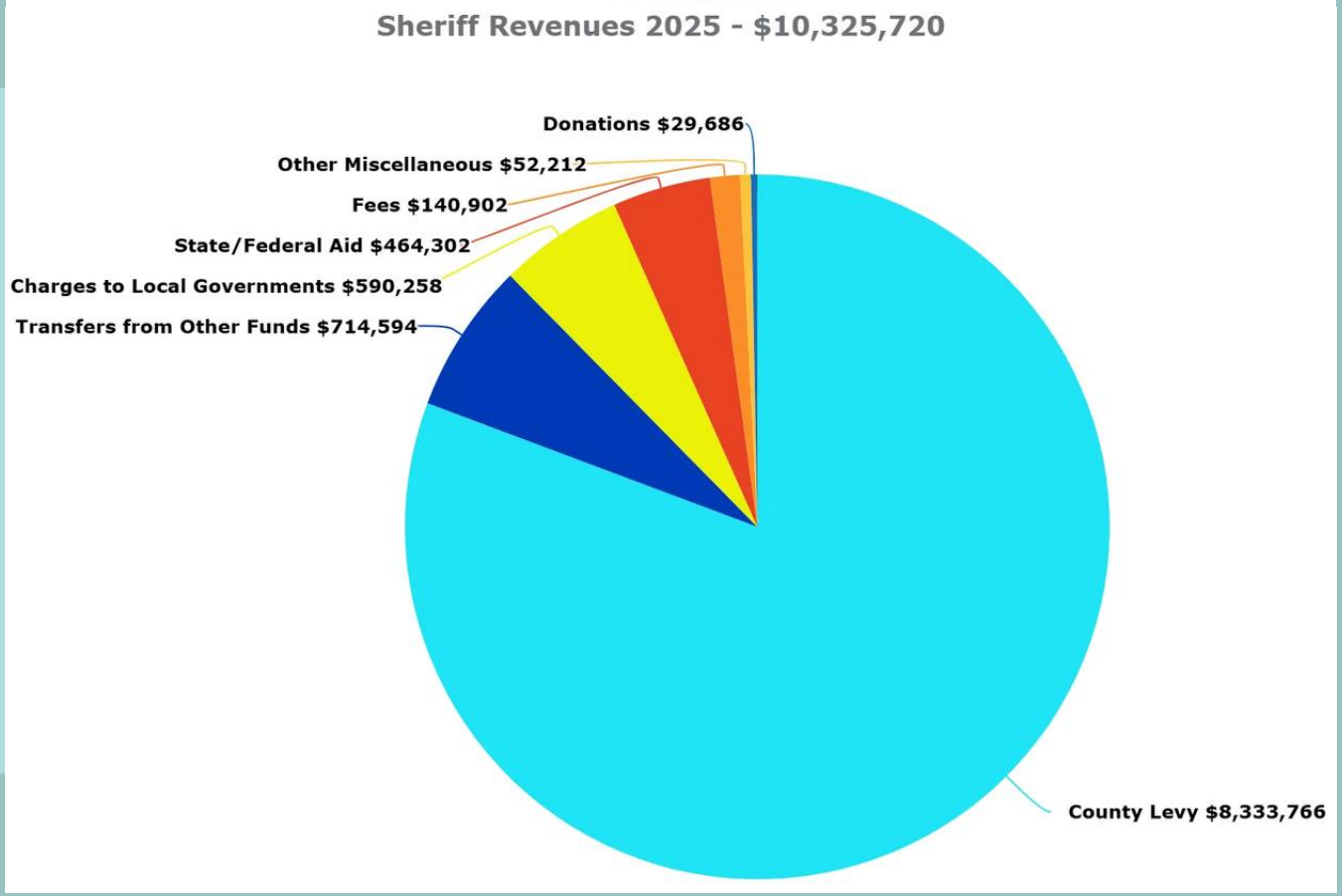
- 1,442 records requests received and responded to
- 578 civil process paper services completed
- Over 6,600 app downloads on Android and Apple devices
- Over 1.2 million views on our app
- 1,008 incidents submitted to WI Uniform Crime Reporting

Financial Highlights

2025 Revenue		
Budget	1,784,734	
Less: Unspent transfers from Co Sales Tax and ARPA	(14,020)	Carryover
	1,770,714	
Actual Revenue	1,991,954	
	$221,240	Surplus
2025 Expenses		
Budget	10,615,351	
Less: Unspent transfers from Co Sales Tax		
and ARPA	(14,020)	
	10,601,331	
Actual Expenses	10,325,720	
	$275,611	Surplus
		Note: $361,357.45 is from unspent budgeted Wage and Fringe lines
Summary		
Revenue Surplus	221,240	
Expense Surplus	275,611	
Net Surplus Before Carryover	**$496,852**	
Less: Carryover accounts		
Level III Ballistic Shield	(2,000)	
Officer Buy Back	0	
Cease Program	(15,482)	
Federal Asset Forfeiture	(44,621)	
Shooting Range (ammunition)	(6,482)	
AED Donations	0	
K-9 Program	(48,804)	
Toys for Tough Times	(400)	
Net Surplus	**$379,062**	

Budget Breakdown





Building Our Future





ANNUAL HIGHLIGHTS

- Received the Lenco BearCat to enhance safety protocols and operations for hostile calls and emergency situations.
- Launched an agency-wide Wellness Program to encourage physical and mental wellbeing specific to law enforcement careers, trauma, and training.
- Forged agency's first-ever challenge coin, designed by OCSO CO Adam Lewis.
- Regularly staffing the new Riverview Substation in the northern portion of the county to enhance services in the more rural areas of our county.
- Expanded command staff in patrol division to ensure accountability, round-the-clock supervision, and solidify patrol programs.
- Successfully received a $15,000 grant from Oconto County Crime Prevention Committee to purchase four new radar speed signs that will be permanently placed throughout the county in high speed areas.

ON THE HORIZON

- Continue to research and conduct a pilot project on body worn cameras and squad camera technology.
- Develop a digital evidence management system that aligns with technology and data space needs.
- Develop a new five-year software contract for Flex Spillman Records Management System.
- Continue to lead the Opioid Abatement and AdHoc Committee to ensure best use of funds.
- Attract and retain a highly qualified workforce to meet the needs of our agency.
- Continue to develop and implement a holistic Wellness Program for our staff.
- Work towards becoming an accredited Sheriff's Office.
- Research incarceration based drug abatement strategies.

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OCONTO COUNTY SHERIFF'S OFFICE
STATE OF WISCONSIN



Oconto County Technology Services 2025 Annual Report

By: Melissa Schwaller, Technology Services Director
Submitted May 2026

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1. DEPARTMENT OVERVIEW
2. FINANCIAL OVERVIEW
3. CURRENT YEAR ACCOMPLISMENTS
4. CURRENT YEAR CHALLENGES
5. ON THE HORRIZON

1. DEPARTMENT OVERVIEW

The 2025 Technology Services (TS) Annual Report provides a comprehensive summary of the department's activities, accomplishments, and operational focus throughout the past year. Technology Services supports all Oconto County departments by delivering reliable, secure, and efficient technology solutions that enable staff to serve residents effectively.

Technology Services Mission Statement
The Technology Service Department provides a coordinated and standardized set of computer technology management services to all maintained public service departments of Oconto County. The Technology Service Department will ensure that the County receives the maximum benefit from its investment in technology.

Responsibilities
Technology Services is responsible for planning, implementing, and maintaining the county's information technology environment. Core responsibilities include:

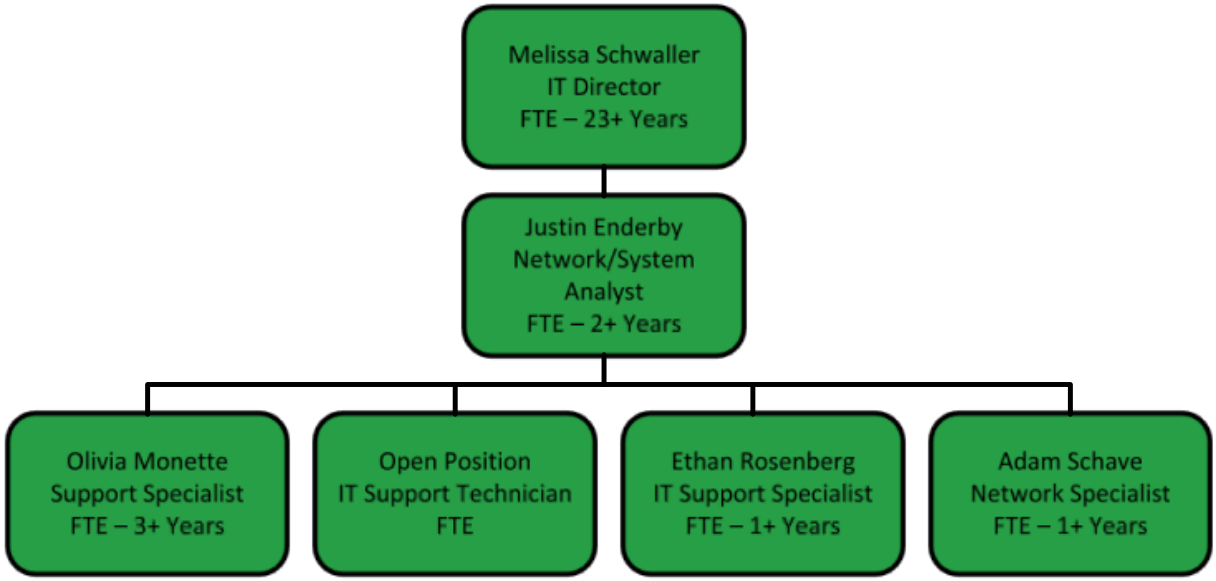
- **Network & Infrastructure Management** — Maintaining secure, high-availability network, server, and storage systems that support all county departments.
- **Cybersecurity & Risk Management** — Protecting County systems and data through monitoring, threat mitigation, policy development, and staff awareness training.
- **Technical Support & Help Desk Services** — Providing responsive assistance to county employees, resolving hardware, software, and system access issues.
- **Application & Database Support** — Managing enterprise applications, coordinating upgrades, and supporting department-specific systems.
- **Telecommunications & Collaboration Tools** — Overseeing phone systems, mobile devices, video conferencing, and communication platforms.
- **Project Management & Technology Planning** — Leading technology initiatives, coordinating vendor partnerships, and ensuring long-term alignment with county goals.

In 2025 TS Committee consisted of the following members:

- Guy Gooding, Chairperson
- Brandon Dhuey
- Wesley Kobylarczyk
- John Wittkopf
- Richard Pillsbury

Thank you so much for the committees and the County Board's past support. Currently, the committee normally meets on the 2nd Wednesday of each month at 8:30am.

2025-2026 Technology Services Organizational Chart



2. FINANCIAL OVERVIEW

- Major revenues – We receive approximately $113,532 in revenues from the departments for Microsoft 365 & Defender. We also receive revenue from VOIP phones to pay for the phone invoices and keep the system up to date. We received approximately $29,756 in revenue from municipalities. The revenue included network support contracts, Fortinet firewall maintenance contracts, Spillman Flex Secure Access/VPN access to the County owned public safety server. In 2026 we are expecting more revenue as we continue to support more municipalities.
- Major expenses – Annual maintenance contracts such as software agreements have been the largest expense and continue to grow. We are now seeing more subscription-based licensing costs as well, which means we pay each year to use the software. Tariffs are affecting the price of new hardware replacements.
- Financial position at end of year – we came in under budget.
- Briefly explain any significant over/under – nothing major to report.

3. CURRENT YEAR ACCOMPLISHMENTS

Annual Ticket Summary - Tickets are up from last year as we took on new municipalities. Please note for every ticket that is entered, there are approx. 3-5 that are not entered due to phone calls that come in. Examples would be password resets for user accounts and office phones.

2024	ServicePRO Tickets	% of Tickets
Administration	2	0.12%
Child Support	22	1.35%
Circuit Court	17	1.04%
Clerk of Courts	19	1.16%
Corporate Counsel	14	0.86%
County Clerk	109	6.67%
District Attorney	19	1.16%
Economic Development	3	0.18%
Emergency Management	5	0.31%
Finance	17	1.04%
Health & Human Services	523	32.03%
Highway	21	1.29%
Land & Water Resources	130	7.96%
Land Conservation	23	1.41%
Maintenance	2	0.12%
NVI/NBS	41	2.51%
Register of Deeds	41	2.51%
Sheriff Dept	138	8.45%
Jail	23	1.41%
Technology Services	371	22.72%
Treasurer	50	3.06%
UW-Extension	20	1.22%
Veteran Services	14	0.86%
Muni Services	2	0.12%
Other	7	0.43%
	1633	100.00%

2025	ServicePRO Tickets	% of Tickets
Administration/HR	7	0.41%
Child Support	17	0.98%
Circuit Court	15	0.87%
Clerk of Courts	20	1.16%
Corporate Counsel	5	0.29%
County Clerk	99	5.73%
District Attorney	39	2.26%
TEDCOR	4	0.23%
Emergency Management	1	0.06%
Finance	4	0.23%
Forestry	21	1.22%
Health & Human Services	478	27.66%
Highway	26	1.50%
LWR-ZONING	27	1.56%
LWR-LIS	56	3.24%
Land Conservation	12	0.69%
Maintenance	2	0.12%
NVI	99	5.73%
Register of Deeds	50	2.89%
Sheriff Dept	110	6.37%
Jail	28	1.62%
Technology Services	379	21.93%
Treasurer	55	3.18%
UW-Extension	17	0.98%
Veteran Services	7	0.41%
Muni Services	50	2.89%
Other	100	5.79%
	1728	100.00%

Problem tickets do not include projects. I have listed below the major projects completed this past year:

1) **New Firewall City of Gillett + subnet for PD** - We replaced their old firewall with a FortiGate 90G and set up a new subnet for PD which is required for CJIS policy.

2) **SQL Server Migrations** - Setup 3 new SQL servers to replace the old servers. Most databases were migrated to new servers; one is still in production due to old software that is retiring in 2026.

3) **Finalized Email Migration + Shutdown old Exchange Servers** - Finalized remaining emails and shared mailboxes., Shutdown Exchange servers so all email services are all in M365 Cloud.

4) **PowerBI/Calendar Extract (Finalize)** - Setup PowerBI connector with Azure + Entra connector + Scripts to run for calendar extraction. Which is used for some department grant review information.

5) **Upgrade Spillman Server to Redhat 9.5** - Migrated from Redhat 7 to Redhat 9.5.

6) **Upgrade Spillman Flex Software -** Upgraded Spillman Flex to version 2024.4.

7) **New file storage servers / Shutdown old NetApps** - Migrated shared files to new servers and segregated Law enforcement storage.

8) **Domain Controller Upgrades** - Upgraded all Domain controllers to Server 2022.

9) **Onboard Town of Riverview** - Setup new switch and network. Moved accounts over to our 365 tenant and AD infrastructure.

10) **Replaced Access Points / Move to Meraki**. We set up the new Meraki Dashboard and deployed 50 access points. Retired old Cisco wireless controller and old access points.

11) **E911 upgrade + ESINet** - Deployed new redundant routers for E911 and ESINET.

12) **Trimin Server Upgrades / Updates** - Setup 3 new servers for Landshark, Imaging Import, and Landlink Server 2022.

13) **Switch replacements** - Replaced switches in IDFs+Core Switch (DMZ+Server in 2026)

14) **PowerPhone Deployment** – Deployed for dispatch to help the dispatchers gather the right information quickly and consistently across police, fire, and EMS calls. Designed to standardize questioning, improve accuracy, and speed up emergency response

15) **VPN Redundancy for remote sites –** Setup more than one tunnel or internet path, so if one fails, the site stays online without interruption. The firewall/router automatically fails over if one site goes down.

16) **FortiGate 200G** - Upgraded FortiGate 100F to 200G. 100F FortiGates have been repurposed for our security firewalls, replacing the old Cisco 5508 expiring in August of 2026.

17) **TerraStations|Laserfiche Storage** - Upgraded NAS devices for Laserfiche to 10GB connection and expanded to 20X the capacity.

18) **Deployed Enzoic for Active Directory**. Implemented 20-character passwords and compromised password notifications and automation.

19) **DigiCert Certificate Renewals** – Renewed external certificates for our websites, applications, and servers.

20) **Fiber Installation** – We continue to work on completing this project. We are utilizing contractors and subject matter experts to assist with this project. Town of Riverview is up & running on the new fiber.

21) **PC Replacement/Windows 11 Upgrade** – Finished the upgrade from Windows 10 to Windows 11 & replaced all PC's that could not be upgraded to Windows 11.

4. CURRENT YEAR CHALLENGES

1) **Courtroom A, B & Hearing Room Refresh** – Upgrading all the video & audio technology with CTI & installing Wolf Vision to control the courtrooms.

2) **Bug Tussel Fiber Project** – Working with Bug Tussel to add the countys dark fiber to Land Conservation, New View Industries & Suring Highway shop to save money.

3) **TraCS Web Services Migration** – Migrate TraCS to State of Wisconsin hosted environment.

4) **Replace Panasonic Toughbooks –** Replacing 5 outdated toughbooks to the new FZ-56 Models that came out this year.

5) **Upgrade Spillman Flex Software -** Upgrade Spillman Flex to version 2025.3.

6) **Migrate VOIP Phone System –** process of replacing our physical phone servers, PBX equipment, and on-site call routing with a cloud-based phone service

7) **Replace County Board Surface Pro's** – Replacing all the county board surface pro's to HP Laptops & simplifying the processes for the board members.

8) **County Board Meeting Recordings** – Adding Open Meeting recordings for County Board Meetings.

9) **Replace Video Surveillance Camera's** – This is 1st year of a 2-year project to replace all cameras throughout all our buildings. We also are looking to add some cameras to areas that currently are not protected.

10) **5-year Computer Replace Project** – The county standard is to replace laptops & desktops every 5 years. We are replacing around 36 laptops & 13 desktops in 2026. We have 5-year schedule in place that we go through with departments heads during budgeting.

11) **Add 5G to Squad Cars** – We currently have FZ-55 Panasonic Toughbooks & they don't have 5G cards in them. A lot of the wireless carriers now require 5G.

12) **FBI's Criminal Justice Information Services (CJIS) Audit**– Preparing for our 3-year CJIS audit which sets standards for handling sensitive law-enforcement data.

13) **Technology Services Handbook** – Revamping the current handbook to set expectations, standardizes processes, and ensures everyone understands how to request support, use technology responsibly, and follow security requirements.

14) **Policy Updates** – Working on adding & changing current policies that are outdated.

15) **GCS to Ascent Migration** – cloud-ready platform that will replace GCS

16) **PDQ Connect** – Adding for remote & county board laptops a cloud-based, agent-based endpoint management system that allows TS to manage devices without a VPN or on-prem infrastructure

17) **TCM Web Server 4 Deployment** – Upgrade all the TCM Test & Production libraries to Build 1 & re-create our web servers using Web Server 4 template.

5. ON THE HORIZON

- Upgrade VMWare environment
- Purchase a new SAN for Storage
- Move Domain Controllers to Azure
- Replace current backup system
- Spillman Server Replacement in 2030
- Continue the 5-Year Computer Replacement Program
- Review SOC Options

CONCLUSION

In conclusion, the TS staff looks forward to serving the County Board of Supervisors, Departments, and residents of Oconto County. As a team, we will continue to do the best we can. Should you have any questions, please do not hesitate to contact me. Thank you for your continued support!

Melissa Schwaller
Oconto County Technology Services Director

Office of the County Treasurer

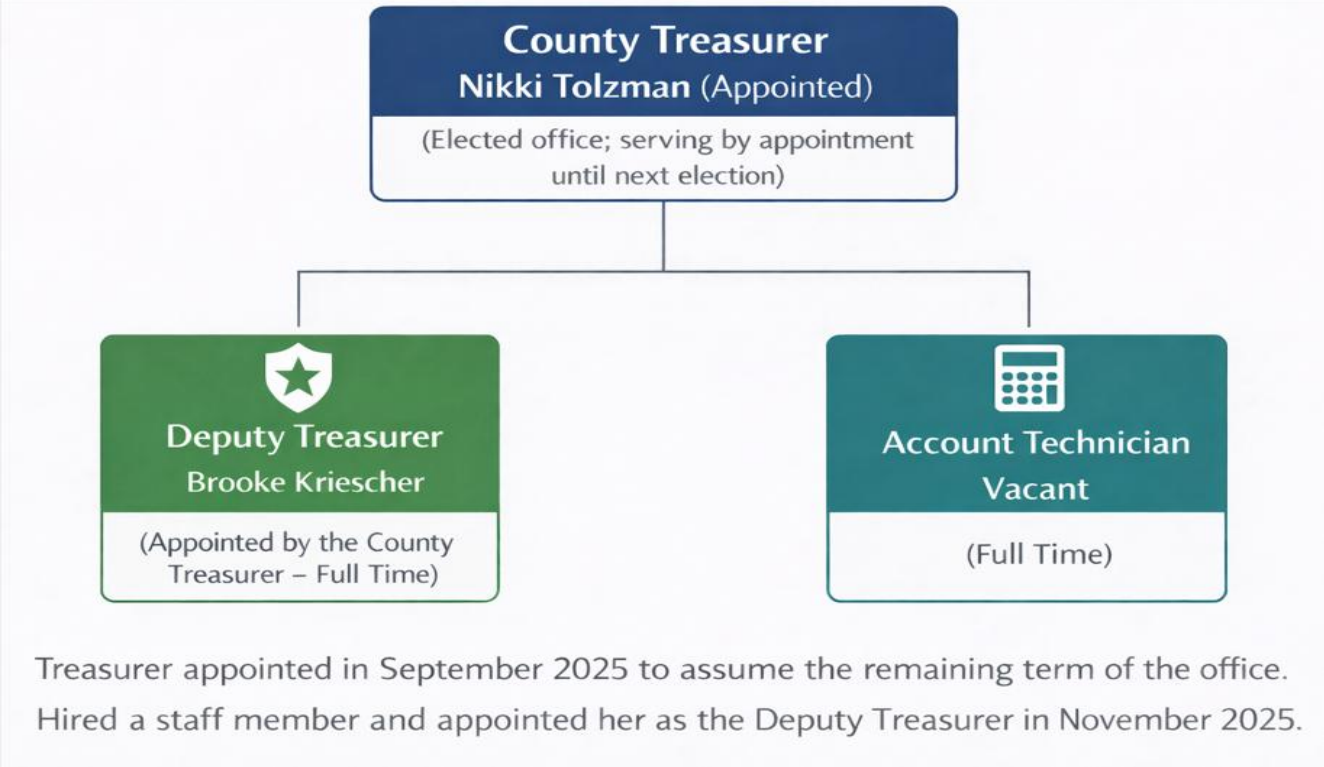
2025 Annual Report

Overview

The County Treasurer's Office provides accurate, timely, and transparent financial services to the people of Oconto County. The office receives, safeguards, and records county funds, processes tax payments, and maintains current tax records. In 2025, the office managed and maintained 39,801 property tax accounts, processing payments, responding to taxpayer inquiries, and ensuring accurate ongoing recordkeeping.

The office supports all County departments through efficient financial services, prepares monthly and annual financial and investment reports for the Administration Committee, and ensures compliance with Wisconsin Statutes and County Board directives. The office provides responsive service to taxpayers and other stakeholders, including residents, municipalities, the County Board, and the Wisconsin Department of Revenue. In 2025, the office exceeded its annual investment interest revenue goal, demonstrating effective financial management.

Organizational Structure – Wis. Stat. §59.25



Responsibilities

Tax Administration and Collections – Wis. Stat. §59.40, §74.01–§74.47, §75.521, §74.485, §77

- Prepare tax settlement statements to municipalities.
- Process real estate and personal property chargebacks.
- Perform illegal tax and omitted property tax corrections.
- Manage the in-rem tax foreclosure process.
- Prepare and issue delinquent tax statements.
- Process tax certificates.
- Administer agricultural use conversion charges.
- Prepare Managed Forest Law (MFL) reports and invoices.
- Manage and maintain all property tax accounts, including processing payments and responding to taxpayer inquiries (39,801 accounts maintained in 2025).

Financial Management, Receipting, and Oversight – Wis. Stat. §§59.25, 59.54, 34, 59.61–59.62, Ch. 219

- Perform department receipting.
- Balance and reconcile daily deposits.
- Process departmental accounts payable invoices.
- Process county expenses.
- Prepare investment and interest earnings reports.
- Administer county banking functions.
- Prepare and provide monthly investment and earnings reports to the Administration Committee to support fiscal oversight.
- Process debt service and bond payments.
- Maintain dual-control approval and verification procedures for all financial transactions.
- Complete end-of-year financial reconciliations.

Land, Property, and Records Management – Wis. Stat. §§236.21, 75.35, 75.69, 30.44, 59.25

- Review and certify land divisions, Certified Survey Maps (CSMs), and plats for tax purposes.
- Process real estate transfer reports.
- Report land sale activity.
- Process timber cutting permits.
- Serve as legal custodian of tax and banking records.

Compliance, Reporting, and Legal Notices – Wis. Stat. §§59.25, 70.67, 59.66, 19

- Prepare and file fines, fees, and forfeitures reports with the Court.
- Administer municipal surety bonds.
- Monitor probate claims.
- Review and process bankruptcy notices.
- Administer unclaimed funds.
- Process open records requests.

Governance, Leadership, and Public Service – Wis. Stat. §§59.72, 88.18

- Provide office leadership, supervision, and staff training.

- Prepare and manage the department budget.
- Draft resolutions and ordinances for County Board consideration.
- Serve as a member of the Land Information Council.
- Act as Treasurer for the Drainage Board.
- Maintain the Treasurer's Office website and public-facing information.
- Prepare the annual departmental report.
- Participate in professional development through WCTA, WCCO, and WGFOA conferences.

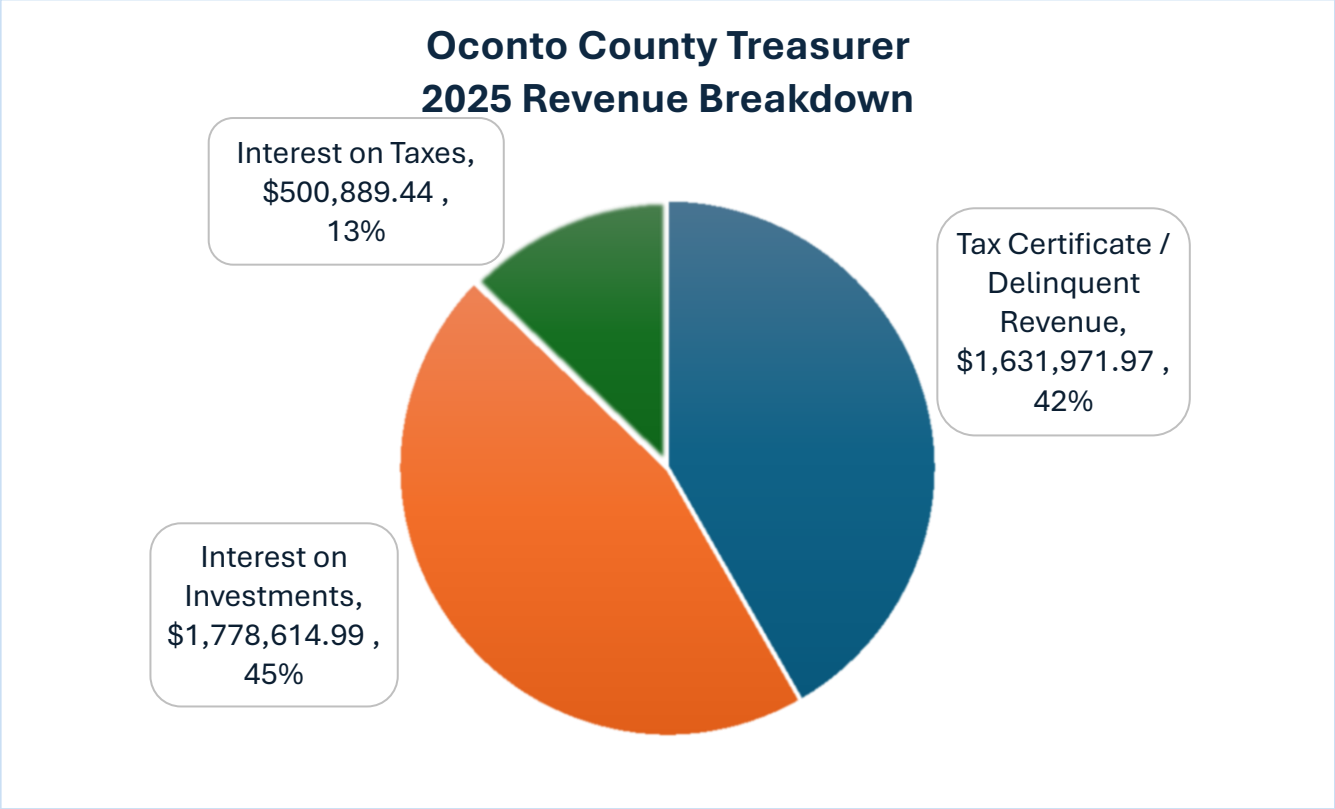
Operating Summary – 2025

Category	2024 Actuals	2025 Actuals	2025 Budget	Surplus/(Deficit) $	Surplus/(Deficit) %
Total Revenues	$188,805.01	$169,891.56	$157,961.00	$11,930.56	7.56%
Total Expenses	$246,048.33	$221,063.78	$226,530.00	$5,466.22	2.41%
Interest on Investments	$2,026,450.37	$1,778,614.99	$1,000,000.00	$778,614.99	77.86%
Tax Certificate / Delinquent Revenue	$1,617,632.73	$1,631,971.97	-	$14,339.24	0.89%
Interest on Taxes	$420,329.46	$500,889.44	$450,000.00	$50,889.44	11.31%

Revenue Highlights:

Primary revenue sources include tax certificate/delinquent revenue, interest on investments, and interest on taxes. In 2025, the County allocated $1 million in investment interest revenue, which the Treasurer's Office exceeded, demonstrating strong financial management and oversight.

Revenue Breakdown – Pie Chart



2025 Accomplishments

Operational & Financial Achievements:

- Exceeded the annual investment interest revenue goal.
- Implemented and administered Unclaimed Funds procedures, including a complete year-end reconciliation.
- Managed 39,801 property tax accounts with accurate payments and ongoing recordkeeping.
- Advanced succession planning and refined office procedures to ensure continuity and operational consistency.
- Developed a revised land sale timeline and process in coordination with Corporation Counsel.

Efficiency & Cost Savings:

- Collaborated with Transcendent and Land Information Office to create an updated tax bill format for 2026.
- Transitioned to standardized envelopes and plain white paper, reducing supply costs.
- Leased a shared office printer/scanner/copier, lowering equipment and maintenance expenses.
- Promoted vendor enrollment in accounts payable ACH, reducing fraud risk and improving payment efficiency.

2026 Goals

- **Revenue Goals:** Achieve or exceed $1.4 million in investment interest revenue.
- **Technology Upgrades:** Implement a cloud-based real estate tax software system across 29 municipalities, including staff training. Transition current financial software to a cloud-based platform.
- **Payment Processing:** Update and integrate card processing systems with new tax and financial software.
- **Staff Training:** Learn and become proficient in upgraded online banking platforms for accurate and timely financial transactions.

Outlook

The Treasurer's Office will continue building on 2025 accomplishments, focusing on efficiency, accuracy, and reporting improvements. Key priorities include optimizing investment interest revenue, transitioning to cloud-based tax and financial software, mastering the upgraded online banking platform, and enhancing staff training. These initiatives ensure strong financial stewardship, reliable revenue collection, and excellent service to the County and its 29 municipalities.

Extension
UNIVERSITY OF WISCONSIN-MADISON
OCONTO COUNTY



ANNUAL REPORT 2025

Extension
UNIVERSITY OF WISCONSIN-MADISON
OCONTO COUNTY



UW-Madison Extension's mission is to connect people with the University of Wisconsin. We teach, learn, lead and serve, transforming lives and communities. Extension's outreach creates key connection points for families, communities, businesses, non-profit organizations, government, and more. We support local volunteers and leaders to take action and serve as role models in their communities. We make sure Wisconsinites have the latest research, best practices, and educational opportunities.

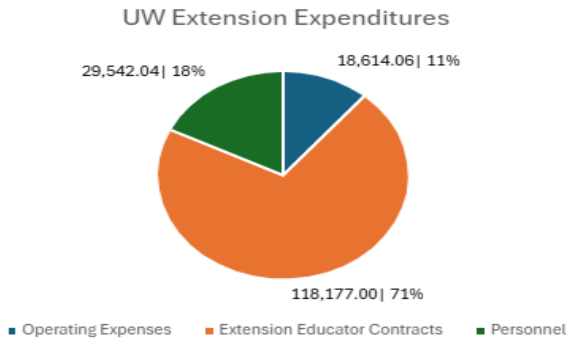
UW-Madison Extension embraces the Wisconsin Idea by connecting university resources with the people and priorities of Oconto County through strong local partnerships. The information that follows shows the scope of that work – residents served, relationships with local government and businesses, and the volunteer time that helps programs grow and succeed. These efforts demonstrate how communities, volunteers, and Extension work together to create lasting impact.
Extension is a shared investment between the county and university. Because of your support, Oconto County has educators who are local, trusted, and focused on the priorities that matter most here in Oconto County. We are grateful for your continued partnership, as together we are building opportunities, strong leadership, and a healthy future.

As the Area Extension Director of Oconto County, I am honored to work with a dedicated Extension team that lives and works right here in Oconto County and the surrounding area. As a team, we are eager to continue building and strengthening county relationships and collaborations. In the pages to follow, you will see the impact of each educator and program. These stories show how local needs connect with University of Wisconsin-Madison research and resources to make a difference for the people of this county.

<u>UW Extension Expenditures</u>
Operating Expenses: $18,614.06
Extension Educator Contracts: $118,177.00
Personnel: $29,542.04



Stephanie Nault
Area Extension Director



University of Wisconsin-Madison Extension Oconto County

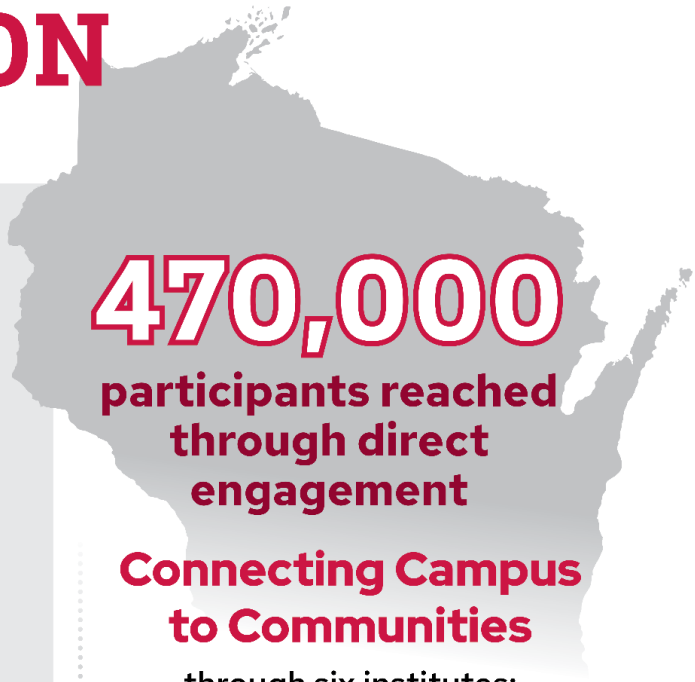
301 Washington St | Oconto, WI 54153
920-834-6845 | oconto.extension.wisc.edu | info@extension.wisc.edu

EXTENSION
BY THE NUMBERS

WE ARE THE
Wisconsin Idea

UW–Madison Extension brings the Wisconsin Idea to every corner of the state. Extension works closely with communities on complex problems that require unbiased, research-based information, developing educational programming to address real-world issues through local partnerships and relationships. Extension's statewide network of educators delivers services through local collaborations and relationships to develop practical applications of research, while also using community input to inform future studies.

Get involved at extension.wisc.edu



470,000
participants reached through direct engagement

Connecting Campus to Communities

through six institutes:
Agriculture,
Community Development,
Health & Well-Being,
Human Development & Relationships,
Natural Resources, and
Positive Youth Development

over 26,000
members of
Wisconsin 4-H

over 5,700
enrolled 4-H adult volunteer leaders

10,500
EXTENSION VOLUNTEERS

PROVIDED

530,000
HOURS OF SERVICE

The University of Wisconsin–Madison Division of Extension provides equal opportunities in employment and programming in compliance with state and federal law.

UW-MADISON EXTENSION

CONNECTING COMMUNITIES *with* THE UNIVERSITY OF WISCONSIN

Agriculture (Crops & Soils, Dairy)

The Agriculture Institute supports Wisconsin's farming systems through research-based education and outreach focused on productivity and sustainability. Crops and Soils programming helps farmers make informed decisions about soil health, crop production, and environmental stewardship while improving profitability and protecting natural resources. Dairy programming strengthens the competitiveness of Wisconsin's dairy industry through education, research, and practical tools that improve productivity, animal well-being, and farm management. Together, these efforts help farmers and agribusinesses make sound decisions that support both economic success and long-term agricultural resilience.

Human Development and Relationships (Lifespan & Financial Well-Being)

The Human Development & Relationships Institute supports individuals and families across the lifespan with a focus on building resilience and overall well-being. Programs emphasize financial capability, helping people make informed decisions about budgeting, saving, credit, and long-term financial security. Educators provide research-based guidance to navigate key life stages, including caregiving, aging, and major financial transitions. This work helps individuals strengthen financial stability and adapt to changing needs throughout life.

Positive Youth Development (4-H, Teen Court)

The Positive Youth Development Institute transforms the potential of our youth into purposeful action. Through the local Wisconsin 4-H and Teen Court Programs, we bridge the gap between classroom learning and real-world leadership, emphasizing experiential growth and civic responsibility. By cultivating these vital skills and supportive adult partnerships, we empower the next generation to become the engaged citizens and innovative leaders our county needs, youth who are Beyond Ready for work and life.

FoodWIse

FoodWIse provided nutrition education to individuals and families, particularly those with limited incomes. The program taught practical skills such as meal planning, food safety, and budgeting to support healthier lifestyles. FoodWIse partnered with schools, community organizations, and local agencies to expand access to healthy foods and active living opportunities. Its evidence-based approach helped participants improve diet quality and make the most of their food resources.

Health & Well-Being (HEAL and Behavioral Health)

The Health & Well-Being Institute works to improve quality of life by promoting Healthy Eating and Active Living (HEAL) and supporting behavioral health across communities. Programs focus on increasing access to nutritious foods, encouraging physical activity, and creating environments that make healthy choices easier. The institute also addresses behavioral health by building awareness, reducing stigma, and supporting mental health and substance use prevention efforts. Through community partnerships and research-based education, these efforts help individuals and communities achieve better overall health and well-being.

Agriculture

Agriculture Programming: The regional model

2025 Agricultural Extension programming was delivered through the regional educator model. Scott Reuss served Crops/Soils programming needs (Langlade, Marinette, Oconto & Shawano Counties) and Stephanie Bowers served as the Dairy Educator for Oconto County, along with Shawano, Outagamie, and Winnebago. Bowers resigned her position in January, 2026 and the position is in the process of being refilled. Horticulture programming is minimized through this model, although Reuss does provide invited topical presentations when merited & available.

Local field days, workshops, and printed materials are still the cornerstone of Extension Agriculture programming. Webinar series that are managed by groups of educators across the state provide access to the latest research findings and recommended practices in a wider array of topic areas.

An example of how educators work to bring needed information to local farms were the pair of farm succession/transfer related events held near Coleman in 2025. Zeitler Enterprises hosted a farm-specific event with invited professional Jolene Brown. Reuss ensured that attendees had access to WI-specific resources to assist them and coordinated Extension Farm Law Specialist Kelly Wilfert's follow-up presentation at the Holstein Association Twilight Meeting also hosted at Zeitler's. 102 and 142 persons attended these two important events.

Collaboration drives Extension educators' ability to efficiently provide high-quality programming to Oconto County farms and agricultural service providers. Partners include the Green Bay West Shores Demonstration Farm Network, Land & Water Conservation, Farm Service Agency & Natural Resources Conservation Service, Breakfast on the Farm committees, County Fairs, and local producer groups. This collaborative approach allows for the pooling of resources and expertise, resulting in programs that effectively address the needs and interests of the agricultural community.



Waterhemp regrowth after 3 herbicide applications

Ag Research

Research data drives Extension educational information. Reuss adds to local and state-wide programming by conducting many different on-farm research projects.

2025 projects included:

- Winter wheat sulfur rate effects on yield;
- Alfalfa first crop quality estimation tool verification
- Nitrogen rates/sources effect on winter triticale yield
- Impact of Berseem clover and farm mix cover crops on corn nitrogen needs
- Corn nitrogen rates; finding the economic optimum
- Crop pest monitoring projects

Agriculture



Corn negatively impacted by wind and multiple foliar diseases present in the region during 2025 growing season.

Crops/Soils Programs delivered in 2025

Across all programming in 2025, Reuss had direct educational contact with:
+ 775 farm and agribusiness contacts at events which he presented discussions.
+ Approximately 410 ag contacts through the Alfalfa and Corn Silage Monitoring Projects.
+ 239 one-on-one agricultural contacts.
+ 107 persons through in-person well water nitrate testing or informational displays.
+ 748 youth through youth conservation field day presentations.
+ 608 contacts regarding horticulture topics through direct contact and invited workshops.
+ Approximately 140 contacts at Marinette and Oconto County Breakfast on the Farm.

Within the above totals, 314 contacts were at events hosted within Oconto County or one-on-one inquiries from Oconto County residents. In addition to the direct educational contacts, Reuss contacts Oconto County farms and residents through multiple indirect means. These include the paper/electronic Ag Newsletter; a monthly radio show (1st Friday, 8-9 a.m. on WOCO) which is used to discuss agricultural situations, programming, and Q & A; and newspaper articles and social media posts.

Program topics delivered through 2025 events held in or very near Oconto County included Corn Silage Mgmt.; Nitrogen and Sulfur Management; Pasture Management; Beef Forage Production; Crop Insurance; Pesticide Applicator Training; Manure Applicator Training; Soil Health Management; Land Rent Contracting; Nutrient Mgmt. Plan Development; Winter annual forage Mgmt.; and others. The forage quality monitoring projects for first crop alfalfa and corn silage are critical programs which allow farms to achieve optimal forage quality and production on their alfalfa and corn silage acres.

Program Area Goals for 2026

The overall goal of 2026 programming is to maximize on-farm profitability and year to year sustainability. Specific goals include:

- Maximizing crop income return to fertilizer investment and train farms to write their own Nutrient Mgmt. plans.
- Maximize farm return to forage production through optimized harvest timing and storage.
- Minimizing opportunity for nitrates to enter ground water from crop fertilization practices.
- Improving agronomic practices (planting date, rate, selection) in all crops.
- Increase usage of IPM principles within pest management decision-making.
- Improve management of new cropping practices, such as use of cover crops and alternative forage species.

Scott Reuss
Crops and Soils
Extension Educator
Langlade, Marinette,
Oconto, and Shawano
Counties
scott.reuss@wisc.edu
715-732-7510 or
cell/text 715-701-0966



Agriculture

Dairy Programming Delivered in 2025:

Bowers focused her programming efforts within the general topics of dairy heifer grazing and management; Virtual fence technology and adoption potential; and assisting in the delivery of beef management education. She was invited to present these topics at events within Oconto County which were sponsored by Grassworks, Inc. and the Natural Resource Conservation Service. She assisted with multiple state-wide programming efforts, as well, including the Dairy Insights Webinar series. She assisted in other efforts, as well, including working with producer groups and larger collaborative efforts.

Her successor will have the opportunity to expand on these programs and build new programming opportunities that meet the needs of local dairy farms and fit within the overall Dairy Program's goals.



UW-Madison, Division of Extension Dairy Program Area Goals for 2026:

The overall goal of the Dairy program is to improve economic viability of dairy farms across the state. We accomplish that through:

+ Increased adoption of climate resilient production practices
+ Improved youngstock management practices
+ Increased adoption of management strategies that improve milk quality and udder health
+ Improved production practices that optimize animal nutrition
+ Increased adoption of biosecurity practices
+ Increased adoption of management strategies that reach supply chain goals
+ Implementation of practices to improve animal welfare and herd health
+ Strategic adoption of on-farm technologies that align with farm goals and priorities
+ Improved reproductive efficiency and genetic development

Human Development & Relationships

Katie Daul, Human Development and Relationships Educator

The Human Development and Relationships Institute advances education that strengthens **resilient individuals, families, and communities across Wisconsin**. Programming spans the full lifespan and emphasizes prevention, capacity-building, and systems-level change through education, partnerships, and policy engagement.



Lifespan: Supporting Healthy Aging and Caregiving

Lifespan programs support individuals and families as they navigate aging and caregiving. Efforts focus on healthy aging, family caregiving, end-of-life planning, and the creation of age-friendly communities through local partnerships.

(Key Program Highlights by Level of Prevention)



Promoting Community Education

- Caregivers' Compass (New Curriculum)

Developed a flexible caregiver education series focused on skill-building, connection, and resilience. Sessions can be taken individually or as a progression. Participants receive practical tools and leave with increased confidence and social support.

- Tech to Thrive

Offered technology education addressing smartphone basics, digital tools, and fraud prevention—an identified community need. Educator also completed national training with the National Digital Extension Education Team, contributing to the implementation of 13 digital equity modules nationwide.

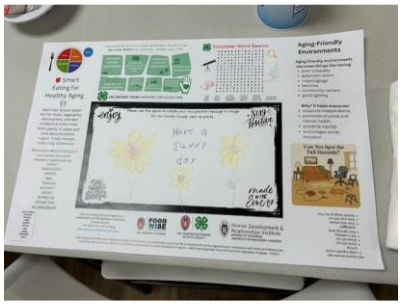


Educating Providers

- UW–Madison CARE U Training Program

Completed training to deliver CARE U workshops for direct care workers and helping professionals serving older adults. Topics include person-centered care, dementia, vision, mobility, nutrition, pain management, and emergency preparedness. Flexible formats (lunch-and-learns, half- or full-day trainings) support workforce realities and will be provided free of charge through an HRSA grant.







Human Development & Relationships

Changing Organizational Practices

- Reframing Aging Education

Delivered training to organizations to reduce ageism and promote inclusive, respectful communication about aging. Participants gained practical tools to integrate age-positive messaging into everyday practice.

- Promotion of Age-Friendly Environments

Engaged local school districts through outreach highlighting the role of schools as community hubs in rural areas—supporting intergenerational connections, community events, and broader public benefit from shared spaces.

Fostering Coalitions and Networks

- Community Walking Program with Health Education

Collaborated with local schools to host winter walking programs in safe, indoor spaces. Programs increased physical activity, social connection, and included brief educational lessons on overall health.

Influencing Policy and Systems

- Aging Advisory Council Engagement

Active participation on the Oconto County Health and Human Services Aging Advisory Council, providing education, advocacy, and up-to-date information on state aging initiatives to inform local decision-making.

Additional Lifespan Programs and Outreach

Purple Angel, COMET, Compassion Resiliency, Legacy Building, Powerful Tools for Caregivers, StrongBodies (local and statewide), Bingocize, Men's Event, 4-H Day Camp Partnership, Health and Wellbeing Community Action Group (Healthy Oconto County subcommittee), AARP Cupid Crew, and a 4-H/FoodWIse/Lifespan Outreach Project.

Financial Security: Building Financial Well-being Across the Lifespan

Financial well-being directly impacts health, family stability, and workforce participation. Extension programs help individuals build financial literacy and management skills to reduce risk and support long-term stability.

Strengthening Individual Knowledge and Skills

- Money Smart for Young People

Delivered as a summer school program at Oconto Elementary School, focusing on goal setting, careers, income, and money decision-making. Early financial education builds a strong foundation for lifelong healthy financial habits.

- Money as You Grow

Implemented in the Suring School District, integrating literacy and financial education through hands-on activities and crafts. Students received books and parent guides to reinforce learning at home and encourage family engagement.

Additional Financial Security Programs Offered

Rent Smart and Planning AHEAD









Positive Youth Development

The 2024–2025 program year marked a period of significant growth and renewed momentum for Oconto County 4-H. A key milestone was the transition of the 4-H Educator role from a (0.5 LTE) shared between Oconto and Marinette counties to a full-time (1.0 LTE) position dedicated solely to Oconto County. This shift has strengthened program consistency, expanded local opportunities, and increased engagement with youth, families, and community partners.

With increased capacity, the program has prioritized youth empowerment, with a strong emphasis on elevating youth voice and expanding leadership opportunities, particularly for older youth. From leading countywide events to serving as camp counselors and facilitators, youth are taking on more meaningful roles in shaping their 4-H experience. These efforts align with the 4-H Youth Thriving Model and the national "Beyond Ready" initiative, equipping young people with critical skills in leadership, communication, and problem-solving to prepare them for future success.

A major focus this year has been the reconstruction of the Oconto County Teen Court program. After a period of inactivity, the program has been successfully rebuilt through intentional planning, recruitment, and training of youth panelists. Teen Court is now positioned to begin hearing cases, offering youth a hands-on civic engagement experience while building skills in decision making, accountability, and public speaking all directly connecting 4-H programming to county and community priorities.

Youth also engaged in expanded educational travel opportunities, including participation in the Herb Kohl Educational Foundation learning journey to Washington, D.C., made possible through secured grant funding. This experience provided meaningful exposure to national history, government, and civic leadership, while broadening perspectives and strengthening participants' understanding of their role as engaged citizens.

Program excellence was recognized at both the state and national levels. As an Educator I received recognition through the Wisconsin Joint Council of Extension Professionals (JCEP) at the state level, as well as was honored nationally by the National Association of Extension 4-H Youth Development Professionals (NAE4-HYDP) with the Achievement in Service Award. These honors reflect a continued commitment to high-quality, impactful programming for Oconto County youth.

Highlights include strong volunteer engagement, expanded project-based learning opportunities, and continued collaboration with community partners to increase access and participation. As the program looks ahead, I will focus on sustaining this momentum, continuing to elevate youth voice, strengthen leadership pathways, and ensure all youth in Oconto County have access to meaningful 4-H experiences that prepare them to be beyond ready for work and life.



"I learned how to express my leadership further and more extensive than I did before. I learned this by going to leadership camps, making new friends, and expressing my ideas."

-Oconto County 4-H Youth



Positive Youth Development

The Oconto County 4-H Program offers a variety of educational opportunities throughout the year. A list of program highlights can be found below:

- In Person Summer School (OES)
- OHS Career Mentorship
- Summer Camp Mar-Oco-Sha
- State-wide Virtual Learning Community
- Oconto County Youth Fair
- Career Fairs/ Community Events
- Horse Education Days- Horse Bowl
- Youth Thriving Survey
- Teen Winter Leadership Camp
- Free earth day trees for planting
- Herb Kohl Learning Journey D.C. Trip
- Family Fun Nights (Gamblers Game etc.)
- Project Learning Days
- Camp Counselor Training
- Adventure Day Camp
- Teen Court Development/Pane;
- Annual Achievement Night





Images from Left to right: HKLJ D.C. Trip, Winter Leadership Camp 2025, Oconto County Painting Clinic 2025

In addition to providing support and programming to my local 4-H program I am a contributing member on several teams and workgroups to support 4-H at the state and National level all of which have led to several professional opportunities including:

- Chair of the WI 4-H Program Quality Sub-committee
- Middle School Youth Travel Experience Planning Committee
- CWF 2026 Co-lead
- Recipient of Achievement in Service Award
- Contributing Author in Professional Youth Thriving Text
- Member of the Disability Champions Group



Contact:
Aimee Elkins, 4-H Program Educator, Teen Court Coordinator
UW-Madison, Division of Extension, Oconto County
301 Washington St.
Oconto, WI 54153
920.834.6847
aimee.elkins@wisc.edu

Extension
UNIVERSITY OF WISCONSIN-MADISON
OCONTO COUNTY

FOOD WISE Healthy Choices, Healthy Lives

For more than 30 years, UW–Madison Extension has provided local nutrition education across Wisconsin through the federal SNAP-Ed grant program. The congressional budget reconciliation bill signed into law on July 4, 2025 ended federal SNAP-Ed funding, effective September 30, 2025.

Working with schools, food pantries, gardens, and community centers, FoodWIse has taught practical, evidence-based skills in nutrition, meal planning, food safety, and food resource management, helping people stretch food dollars and make healthier choices. We are grateful for our partners and participants and the opportunity to advance healthier communities in Oconto County.

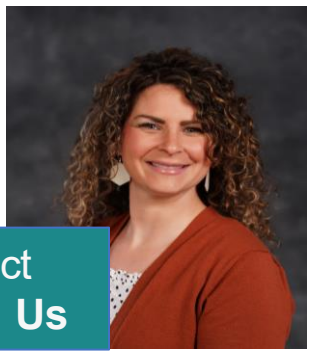
Oconto County **Impacts in 2025**

Engaged with **730 learners** around nutrition education topics in a variety of settings, including **37 K-12 classrooms,** income insecure housing and adult day centers totaling **258 direct education sessions** in 2025.

Worked with **6 organizations** to maintain a community garden & donate **4,700 pounds** of produce to local food pantries serving over **500 families per week** with limited income.

In November of 2025, FoodWIses' Sarah Schindel, transitioned to a part time Health & Well-Being position. Since then, work has begun to bolster well rounded Health & Well-Being educational programming including nutrition, mental health, physical activity, sleep education, cooking skills for youth and continued community garden management.





Connect **With Us**

Sarah Schindel
Health and Well-Being Educator
UW- Madison, Division of Extension
301 Washington St
Oconto, WI
Sarah.Schindel@wisc.edu
920-834-6898

FOOD WISE Healthy Choices, Healthy Lives

2025 Achievement: Strengthening Food Access and Community Connection through the Oconto Falls Community Garden

The Oconto Falls Community Garden helped address local food and nutrition security challenges by providing fresh fruits and vegetables, with all harvest donated to area food pantries. **The project builds on strong community assets—volunteerism, collaboration, and shared care.** HSHS Hospital provided land for the garden, and funding secured through Lumberjack RC&D supported construction of a new pavilion in 2025.

Community volunteers contributed labor to build the structure, **creating a shared space for learning, gardening, and connection.**

Extension worked closely with volunteers, garden leaders, and partner organizations to coordinate planting, education, and harvest distribution. Sustainability is rooted in local leadership and ongoing engagement, with the board of directors and volunteers continuing to manage both the garden and pavilion. By combining community labor, resources, and educational programming, **the garden strengthens food access, skills, and social connection for Oconto Falls and surrounding area families.**



Policy, Systems and Environmental Change Efforts:

Marinette School District Wellness Committee
Marinette School District monthly health topic for newsletters
Healthy Oconto County – Health and Wellbeing/Mental Health Work group
Oconto Falls Community Garden- President
Food Drive Campaign at Oconto County Fair in partnership with 4-H

Increasing Skills and Knowledge in our Communities:

New View- Strong Bodies, Progressive Walking Class, Nutrition Lessons, Gardening Lesson
Parkview Apartments- Monthly Nutrition and Food Security lesson
Oconto Falls High School- Walk & Talk
Gillett Produce Stand -vegetable storage and use guides
4-H Day Camp -Nutrition and Simple Food Prep Lesson
Multigenerational placemat project

Health & Well-Being

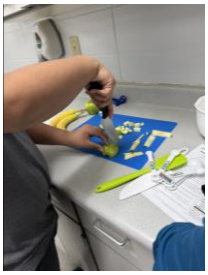
HWB Multi-level Program Efforts

Health & Well-Being has planned to expand youth education through a new afterschool program supported by opioid abatement funds and aligned with priorities from the Healthy Oconto County Health and Wellbeing Community Action Workgroup. The effort responds to a clear need identified by partners: strengthening life skills and protective factors early to reduce future substance misuse risk.

UW–Madison Extension, school district staff, and afterschool coordinators collaborated to integrate evidence-informed programming into the new setting. Funding allowed intentional curriculum alignment, coordinated scheduling, and hands-on, engaging activities accessible to youth who may not otherwise receive this structured health education.

Two core components were sleep education and nutrition skill-building. Sleep Education helped students understand how rest affects mood, decision-making, and overall health, and supported them in finding realistic strategies to improve their habits. Teen Cuisine classes introduced basic cooking skills, kitchen safety, and nutrition awareness through simple, healthy recipes. These activities build confidence, teamwork, and independence—key contributors to long-term resilience.









Advancing Community-Wide Health Solutions:

-Healthy Oconto County – Health and Wellbeing/Mental Health Work group
-Oconto Falls Community Garden- President
-Nutrition Advisory Council
-NAMI North Bay

Increasing Skills and Knowledge in Our Communities:

-Strong Bodies- St. John Lutheran Church, Morgan
-Sleep Education- Oconto Falls Middle School
-Increasing Resilience- Fear of Missing Out for High School Youth- Oconto High School
-Walk & Talk- Physical Activity and Mini Lessons at Oconto Falls High School
-Quarterly Radio Interview- topics such as mental health, stress, exercise, goal setting

Continuing Education:

-WeCOPE Curriculum
-Deliberative Inquiry
-UW -Madison Mental Health 101 Series Pilot

An EEO/AA employer, University of Wisconsin-Madison Division of Extension provides equal opportunities in employment and programming, including Title VI, Title IX, the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act requirements.



Extension

UNIVERSITY OF WISCONSIN-MADISON

www.extension.wisc.edu info@extension.wisc.edu

2025 Annual Report
Oconto County Veterans Services

OCONTO COUNTY
VETERANS SERVICE
OFFICE

"The willingness with which our young people are likely to serve in any war, no matter how justified, shall be directly proportional as to how they perceive the veterans of earlier wars were treated and appreciated by their nation." unknown

Department Overview

- **Description/Authority for Creation**

Chapter 45.80 of the Wisconsin Statutes mandates that each county establishes a County Veterans Service Officer and outlines the duties of the Veterans Service Officer.
The Oconto County Veterans Service Office is available to assist all resident veterans and their family members. We provide comprehensive support, including information, claims development and submission, and representation in various areas such as:

- Service-connected disability compensation
- Nonservice-connected disability pension
- Vocational training and educational programs
- Home loan guarantees
- Life insurance
- Hospital and domiciliary care
- Healthcare
- Combat veteran readjustment counseling
- Long-term care and veterans' home residency
- Funeral and burial benefits
- Employment/job-search counseling
- Death benefits for surviving dependents
- And many other veterans' benefits

The VA estimates the veteran population in Oconto County to be approximately 2,646.

Chapter 45.81 of the Wisconsin Statutes establishes a County Veterans Service Commission, consisting of three Oconto County residents who are veterans, appointed for staggered three-year terms. The Commission is responsible for administering the Oconto County Veterans Relief Fund, which provides short-term, temporary financial assistance to resident veterans and their dependents. The Commission reviews claims for financial aid, determines eligibility, and authorizes assistance. Administrative duties are typically delegated to the County Veterans Service Officer, who also serves as the Executive Secretary of the Commission.

- **Mission**

Our mission is to enhance the lives of veterans and their families by connecting them to the benefits they have earned through their service and sacrifice.

-Vision

We strive to improve the quality of life for Oconto County veterans and their families by ensuring they receive all available benefits, honoring their dedication and service to our country.

- **Committee**

The Veterans Service department appreciates the collaboration and support of the Administration Committee, which consists of the following members:

Mr. Alan Sleeter (Chair)	Ms. Theresa Willems	Mr. Dennis Kroll
Mr. John Matravers	Ms. Char Meier	Ms. Carol Heise

- **Staff**

Ron Christensen began employment on November 28, 2016, as the full-time Veterans Service Officer. Ron's military service includes 20 years of active duty in the United States Marine Corps from 1985-2005. Ron is accredited by the Wisconsin Department of Veteran Affairs (WDVA), Veterans of Foreign Wars (VFW) and American Legion (AL).

Sandy DeCleene began employment on March 2, 2015. Sandy serves as the full-time Deputy Veterans Service Officer. Sandy is accredited by the Wisconsin Department of Veteran Affairs (WDVA), Veterans of Foreign Wars (VFW) and American Legion (AL).

The VA accreditation granted to our staff members is specifically for the purpose of representing claimants in their VA claims. To maintain accreditation, our staff undergoes continuous education and training. This accreditation also provides staff with access to VA management systems, allowing for more efficient assistance to veterans and their families.

Professional Representation Matters. Formal studies consistently show that veterans who utilize professional veterans service representation, such as the services provided by the Oconto County Veterans Service Office, receive more benefits and larger awards than those who file claims independently or with non-professional representatives. Our accredited representation ensures claims are fully developed, evidence is properly submitted, and veterans receive accurate decisions with fewer avoidable denials or remands.

Financial Overview 2025

Estimated Revenue	$15,950.00	Actual Revenue	$16,900.00
Budgeted Expenditures	$188,117.00	Actual Expenditures	$181,701.00
Total Budget Rev/Exp	**$172,167.00**	**Actual Budget Rev/Exp**	**$164,801.00**

Our Impact: (most current data available – dates indicated) - (source: https://www.va.gov/vetdata/expenditures.asp)

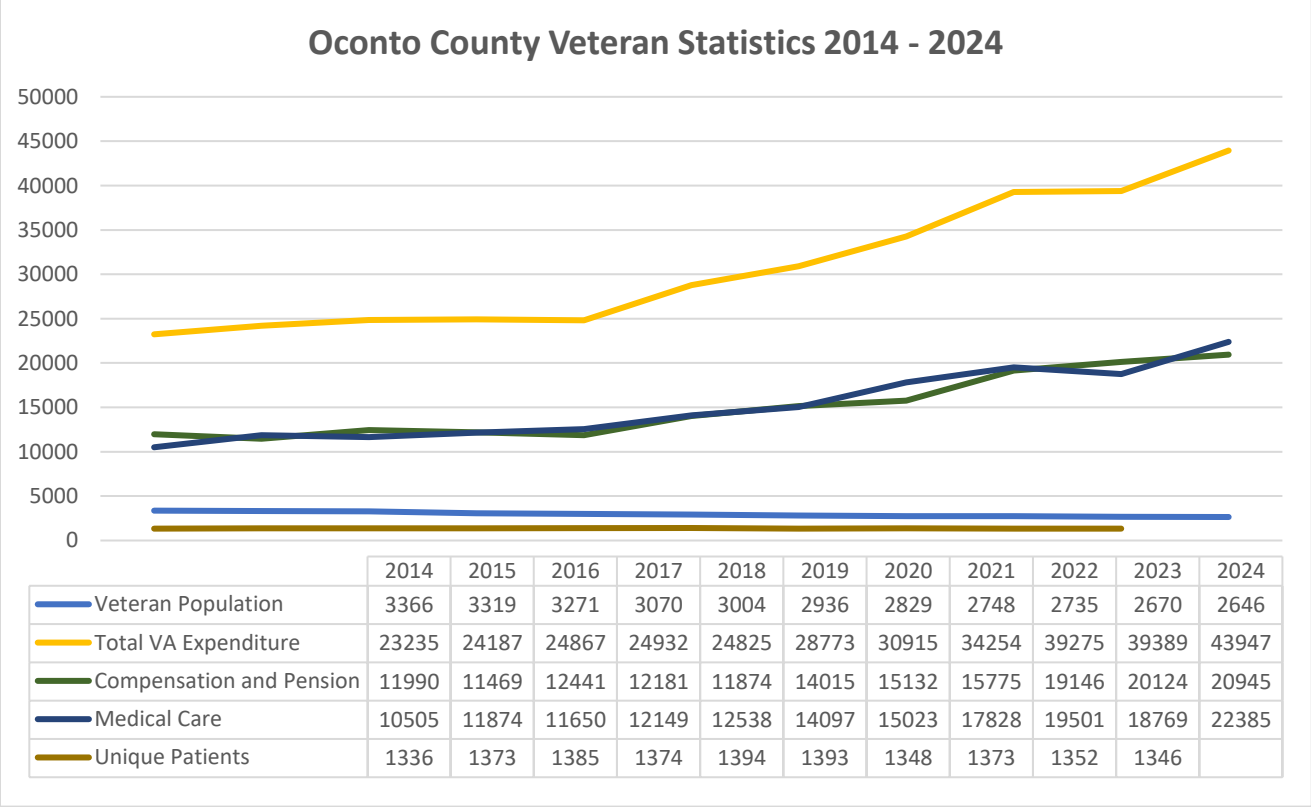
Bottom Line Up Front: In 2024 (most recent data), Oconto County veterans and their family members received a total of $43.9 million in combined Federal VA benefits (the most recent data available). These non-taxable funds are used by veterans and their dependents to pay taxes and purchase goods and services within Oconto County. By receiving these federal payments, veterans and their families contribute to the local economy while also reducing reliance on local resources.

FEDERAL BENEFITS
US DEPARTMENT OF VETERANS AFFAIRS
(2024 Data-most recent available)

Type of Benefit	Amount
▪ Compensation & Pension	$20,945,733
▪ Readjustment & Vocational Rehabilitation	$565,523
▪ Insurance & Indemnities	$50,924
▪ VA Health Care	$22,385,496
Total	**$43,947,676**

Federal VA Statistics: The following chart illustrates key statistics for Oconto County from 2014 to 2024. While the veteran population has shown a steady decline over this period, there has been a notable increase in the total dollar amount received in VA benefits. Additionally, not reflected in the chart, Oconto County saw 51 VA home loans granted in FY24, totaling $14,804,193. This equates to an average loan amount of $290,278 per loan.

Source: Department of Veterans Affairs, Office of Data Governance and Analytics, United States Veterans Eligibility Trends & Statistics (USVETS) 2024 (most recent available). Prepared by National Center for Veterans Analysis & Statistics



	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Veteran Population	3366	3319	3271	3070	3004	2936	2829	2748	2735	2670	2646
Total VA Expenditure	23235	24187	24867	24932	24825	28773	30915	34254	39275	39389	43947
Compensation and Pension	11990	11469	12441	12181	11874	14015	15132	15775	19146	20124	20945
Medical Care	10505	11874	11650	12149	12538	14097	15023	17828	19501	18769	22385
Unique Patients	1336	1373	1385	1374	1394	1393	1348	1373	1352	1346	

CVSO Measure of Efficiency in Delivering Federal VA Benefits		
Oconto County Total CVSO Budget Investment (net) (2024)	**Total VA Expenditures in County (2023)**	**Return on Investment**
$164,801	$43,947,676	26,567% ROI=((gains-cost)/cost)x100

STATE BENEFITS
WISCONSIN DEPARTMENT OF VETERANS AFFAIRS

Our office assists veterans and their families in navigating the application process for Wisconsin Department of Veterans Affairs (WDVA) benefits. Applications for various benefits are submitted, reviewed, and adjudicated based on eligibility requirements, with awards or denials issued accordingly.

2025 WDVA Grants

In 2025, our office received two significant grants from the Wisconsin Department of Veterans Affairs:

1. A **$13,750.00 block grant** to enhance services for veterans and their families.
2. A **$2,875.00 reimbursement grant** to offset costs associated with our transportation program, further supporting the mobility needs of veterans.

Property Tax Credit for Veterans

Veterans with a 100% VA disability rating, and potentially their surviving spouses, are eligible for the Property Tax Credit. This program allows veterans to pay their property taxes upfront and later receive credit when filing their Wisconsin income tax return.

The following chart provides an overview of Oconto County veterans who have received the state property tax credit over the past ten years: (note State of Wisconsin Fiscal Year runs 7/1/2024 – 6/30/2025)

WI Property Tax Credit	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
OC Vet Pop	3319	3271	3070	3004	2936	2829	2748	2735	2670	2646
OC Vet PTC	124	131	142	164	186	187	204	221	239	235
Total Amt	$268,851	$291,258	$314,971	$360,297	$418,772	$436,795	$523,042	$581,205	$620,675	$659,444
Average Amt/Rtn	$2,168.20	$2,223.30	$2,218.10	$2,196.90	$2,251.00	$2,335.80	$2,563.90	$2,629.00	$2,597.70	$2,806.00

LOCAL BENEFITS
Oconto County

In 2025, the office provided $2,500.00 in Emergency Relief Funds to assist Oconto County Veterans in need. This fund is managed by the Oconto County Veterans Commission. Our appointed Veteran Commissioners for 2025 were Andy School, Renee Dietrich and Bruce Hansen.

Current Year Accomplishments

Goal I: Provide Exceptional Customer Service and Support to Maximize Veterans' Benefits

The office remained committed to delivering high-quality, timely, and accessible services to veterans and their families. We maintained flexible appointment scheduling, including outreach and off-site consultations, to reduce barriers to access.

We strengthened partnerships with local organizations and stakeholders and provided regular activity reporting to ensure transparency and accountability. Our continued emphasis on individualized case management ensures veterans receive accurate benefit counseling, claims development assistance, and accredited representation throughout the VA adjudication processes.

Goal II: Veteran Outreach and Engagement

The office continued comprehensive outreach efforts to increase awareness and utilization of veterans' benefits and services. Outreach activities included:

- Weekly outreach at the Riverview Office every Tuesday, providing a convenient and accessible location for veterans in the northern portion of the county to receive in-person assistance.
- Participation in Veterans Organization meetings, Youth Government Day, County Fair, Veterans Breakfast, and local radio outreach, enhancing public awareness of veterans' services.
- Regular visits to Assisted Living Centers and Skilled Nursing Facilities, ensuring homebound and mobility-limited veterans receive assistance with benefits and services.

Our outreach strategy emphasizes accessibility, education, and early engagement to ensure veterans and their families are connected to earned federal, state, and local benefits and support resources.

Goal III: Continue Transportation Assistance for Veterans' Scheduled Medical Appointments

The office continued to operate the Veterans Transportation Program to ensure veterans can access VA medical care. Volunteer veteran drivers provided transportation to VA Clinics and Hospitals in Green Bay, Iron Mountain, Menominee, Appleton, and Milwaukee.

In 2025, the program provided:

- 158 rides
- 22,173 miles logged

Transportation demand increased in 2025, reflecting continued reliance on the program for access to VA healthcare services. This program reduces missed appointments, improves continuity of care, and mitigates transportation barriers for rural veterans. Recruitment and retention of volunteer drivers remain a priority to sustain and expand this critical service.

Goal IV: Continuing Education

Our commitment to professional growth is demonstrated through consistent engagement in a variety of learning opportunities. We strive to maintain up-to-date knowledge by participating in online training sessions, fulfilling the required continuing education credits, and attending semi-annual training conferences. In 2024, our Association successfully hosted two key training conferences, one in Green Bay and another in Keshena—providing valuable opportunities for networking and skill enhancement.

Goal V: Provide Support to Veterans in Need through the Emergency Relief Fund

We remain dedicated to supporting veterans facing challenging circumstances through our Veterans Emergency Relief Fund. By collaborating closely with our Veterans Commissioners, we ensure that veterans receive timely and essential assistance. Additionally, we strengthen our efforts by leveraging the support of community organizations, which provide valuable resources to further assist those in need.

Current Year Challenges

Veterans Administration (VA) Claims Processing Backlog and Workload Growth

The Veterans Service Office continues to serve as the primary liaison between Oconto County veterans and the U.S. Department of Veterans Affairs. While the VA has made progress reducing its national claims backlog, processing times remain extended due to record-high claim volumes,

expanded eligibility under recent legislation, and increasing claim complexity (e.g., PACT Act-related toxic exposure claims).

On average, standard claims continue to take several months to adjudicate and appeals and supplemental claims may take significantly longer. These delays require increased case management, veteran communication, and follow-up by our office to ensure claims are properly developed and veterans remain informed throughout the process.

Additionally, as the veteran population declines, the number and complexity of claims continue to increase, resulting in sustained or rising workload demands for staff. Ensuring timely, accurate claims development and representation remains a critical operational challenge.

On the Horizon

Staffing Transition and Continuity of Operations

As of the end of the reporting period (December 31, 2025), Deputy Veterans Service Officer Sandy DeCleene announced her intent to retire in early 2026. Sandy's institutional knowledge and long-term service have been critical to the success and continuity of the Veterans Service Office.

Sandy is scheduled to retire on March 18, 2026, and Tanya Gonzalez is scheduled to begin employment as Deputy Veterans Service Officer on February 16, 2026. This planned overlap period will allow for knowledge transfer, training, and continuity of operations.

The office will continue to prioritize accreditation requirements, professional training, and mentorship to ensure uninterrupted services for veterans and their families during the transition.

Summary

This report presents key financial, operational, and demographic data used to assess program performance and guide future planning for the Oconto County Veterans Service Office. While the veteran population in Oconto County continues to decline, the expansion and complexity of federal and state veterans' benefits programs have resulted in sustained and increasing workload demands for the office. At the same time, these programs deliver substantial non-taxable federal and state dollars directly to veterans and their families, generating significant economic activity within the local community.

In 2025, Oconto County veterans and their dependents received nearly $44 million in federal VA benefits. These funds are used to pay local taxes, purchase goods and services, secure housing, and support local businesses, strengthening the county's economic base while reducing reliance on local assistance programs.

Access to Federal and State benefits has a profound impact on individual veterans and their families. These benefits help reduce financial hardship, improve access to healthcare, support education and employment, and mitigate risk factors associated with homelessness and suicide. Early engagement with accredited representation and benefit counseling remains critical to ensuring veterans receive timely and accurate benefit decisions.

While financial metrics and statistical data are essential for accountability, they represent real individuals whose lives are improved through these programs. The Veterans Service Office remains committed to delivering professional, accredited representation and compassionate assistance. We are privileged to serve Oconto County veterans and their families and will continue working to ensure they receive the benefits they have earned through their service and sacrifice. Continued investment in accredited representation, outreach, and veteran support services ensures Oconto County remains a strong advocate for those who have served.