

**Conservation/UW-EX Education Committee**  
**January 20, 2016**  
**Amended Minutes**

**Committee members present:** Chairman Tom Rudolph, Bob Mott, Jim Intrepidi, and Scott Holewinski.

**Others present:** Lynn Feldman, Myles Alexander, Sara Richie, and Merry Lehner.

**Call to order:** The meeting was called to order by Chairman Rudolph at 8:30 a.m. noting the meeting has been properly posted and the facility is handicap accessible.

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

**Review UW Extension Reorganization Recommendations:**

Rudolph stated that this Reorganization structure is in place. He wonders how the grouping or cluster of counties of Oneida, Forest, Vilas, and Florence will work. Feldman stated that this meeting will be used to address any concerns the Committee has and also for the Extension staff to respond how the other county programming is similar or different to Oneida County programming.

4-H Youth Development:

All the counties, except for Florence, have a Teen Court Program. Forest County is still under the Extension but is organized under the Community Partnership Group where they oversee Teen Court. Vilas County Teen Court is very similarly to Oneida County. The 4-H Program is not operating in Florence County. Both Forest and Vilas have small groups. Oneida 4-H Program is well established. The ADOA Coalition exists in all four counties. Feldman was asked what the Reorganization Recommendation was for 4-H Youth Development; she is not sure how it will transpire as far as her personal involvement in this implementation. There is an Agent who might possibly seek the Area Leader position for our county grouping. If that transpires that will change how the current structure exists. If one of current agents applies, it will affect how the remaining agents operate. Each agent might specialize in one area such as 4-H only, or another as a Teen Court specialist. The other variable is that there are two full-time Agents and two part-time agents currently in place for the four counties. She does not know how that will work.

CNRED and Family Living:

Sara Richie and Myles Alexander did not have a chance to discuss their program areas in any detail due the conversation being refocused to discuss an approved draft plan for the reorganization. The Committee will submit their concerns to the chancellor. It was thought that it might be premature to start discussing the specific programs in any depth. Alexander briefly commented that all the counties currently have a CNRED agent. If one agent excels in small business development and another has a different but skill set, the package will offer the specialty of that particular agent to any of the counties as needed. At this point the percentage that each agent will work would be premature to address. They can see what each agent is doing currently and project what the growth would be. There isn't an even four employees in each county right now. Vilas County has one full time CNRED agent; the other two counties have part time agents. There is an Agricultural or Horticultural agent currently in Florence County, at 10% and funding is through Marinette County.

Sara Richie mentioned briefly, that the other three counties use one Family Living Agent, Jenette Gunville, who divides her time into thirds with those counties. Again, agents in different counties might be called upon for an area of expertise. In the case of Gunville, she specializes in Head Start, whereas Richie might, for example, specialize more in e-parenting with the counties. No additional time was available to discuss her program area further.

#### New Structure:

In the package that will be presented to each county there will be this mix of staff. Part of that mix will be the Area Leader. This will eliminate having each county performing administrative duties. It will enable each agent to focus more on programming, being relieved of the department head duties. A percentage of time will go towards each county. Richie commented that the Area Leader position will be funded 100% by the State. As far as other staff positions go, ultimately the mix of staff for each county will be based on the assessment of that county's needs.

Alexander pointed out that each county will participate in a needs assessment to determine what work they will need from each program area. Staffing for each county will depend on their needs. The best way to have a good outcome on the needs assessment process is to tell the State how we want it to work. If the most important concern is equity in educator representation in the county, let them know that. If it is equity in the county population and their tax responsibility, then voice that. Do you want the county supervisors to be surveyed or offer input in the needs assessment in other ways?

#### Committee Concerns:

Who will pay for what? The percentage that each county pays within the county cluster will need clarification. How will this work when some of the employees are full time and some are part time in each county? The Extension needs to develop a formula or structure for how this will be implemented. Will it be based on population, or assessed property value? How will combined services be billed to the counties?

How will he structure work in counties where their tax payers currently pay the same amount of taxes and get fewer Extension services (e.g. public radio and TV)? Will Oneida County have to pay out for some of their CES services?

Each county's boards of supervisors rarely agree to do things the same way.

What information is needed to present to the county supervisors? The financial responsibility for each county is not clear. Does every county need all the programs? Will only certain programs be covered in all four counties? There is also concern over how travel time would be paid for agents between counties. Will this be a county obligation or will the State pay for travel?

There was concern on how one person could work four counties for one specific program area. The educator positions will continue to exist, but they will cross counties. All counties do not have full coverage right now; how will that work? This is an issue they want to have addressed. Would Oneida County be subsidizing other counties? In the smaller counties, their tax payers pay more. It was stressed that the model is only a draft and that is why input now will help.

A summary of what the Oversight Committee for UW-Extension-Oneida County would like addressed:

- The Committee would like to keep the status quo on the UW-Extension structure of agents/employees.
- They do not want to increase costs and want to keep the same services at the rate that they are paying for them now.
- The North Central Regional Planning commission just completed a study that concluded that the Extension has value in Oneida County; the County Board accepted this. The oversight committee is hesitant to present the reorganization change.
- The Committee is concerned that the County Board will not approve the financial aspect of sharing services or subsidizing other counties.
- They are in favor of the Area Leader assuming Department Head duties so that local agents can focus more in their field of expertise.
- They are concerned over increased agent travel for those agents working across counties. It is less efficient and will take them away from duties in this county. The oversight committee will see the new structure as a loss of service versus a package of services between the counties.

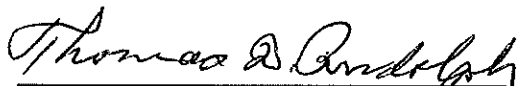
Motion was made by Mott/Intrepidi that Oneida County should keep the UW-Extension employee structure the same. They do not want increased costs nor a change in the services they are paying for now. All ayes; motion carried.

**Adjournment**

A motion to adjourn was made by Intrepidi/Jensen at 9:40 a.m. All ayes; motion carried.

Respectfully Submitted,

  
Merry J. Lehner, Recording Secretary

  
Thomas Rudolph, Committee Chair