

**EXECUTIVE COMMITTEE
JANUARY 28, 2026
MINUTES**

Committee members present: Chairman Billy Fried; Scott Holewinski; Russ Fisher; Robb Jensen; Dan Hess; Steven Schreier.

Absent: Showalter

Call to order: Chairman Fried called the meeting to order at 8:30 a.m. in the County Board Room of the Oneida County Courthouse. The meeting has been properly posted and mailed in accordance with the Wisconsin Open Meeting law and the facility is handicap accessible.

Approve Agenda:

Motion/Second: Holewinski/Hess to approve today's Agenda with the order of items at the Chair's discretion.

Vote on Motion: 6 Aye; 1 Absent, Showalter

Motion: Passes

Public comment: None

Retirement Health Insurance – Clerk of Courts: Clerk of Courts, Brenda Behrle stated that she is not running for another term and will be done January 3, 2027. Behrle reported that she is retiring and has been with the County for a total of 32 years. Behrle presented the timeline and work history of her employment with Oneida County. Behrle stated that she is aware that per the handbook it is required to have 20 years of continuous service, she stated that her situation is unique and she is proposing that she receive Health Insurance at retirement. Behrle stated that due to her situation being unique she does not feel that this same situation will come up to set a precedent. Behrle explained that with the discrepancy in the wages that were adjusted for Register of Deeds, County Clerk and Treasurer in March of 2024, this would make up that loss that was not awarded to the Clerk of Courts. Behrle noted that the Clerk of Courts is not within the same four-year term and was not eligible for the four-year wage adjustment. Behrle explained that in granting the request for the retiree health insurance, this would bridge that gap. Lueneburg explained the rules to be eligible for Health Insurance at retirement. Discussion regarding the cost if this was approved, the estimated cost for this duration would be \$28,675 for a three-year period. Lueneburg stated that if this change were made this would impact potentially other additional employees. Lueneburg stated that this could also affect future employees down the line also. Discussion regarding the effects of exempting the policy. Holewinski stated that elected officials run for the pay that was set for that period of the term, you run for the position knowing what the pay is. Holewinski noted that in instances like this, by making an exception, it opens the door for others to come forward and request the same exemption. Holewinski explained that we either change the County Code or we follow the County Code.

Motion/Second: Fried/Hess to deny the request for Retirement Health Insurance from the Clerk of Courts as presented.

Vote on Motion: Fried, Aye; Holewinski, Aye; Hess, Aye; Jensen, Aye; Schreier, Nay; Fisher, Aye

Motion: Passes

Planning, Zoning and Conservation Director Overlap Training: Human Resource Director Jenni Lueneburg stated that the Director for Planning and Zoning is retiring in August of this year. Lueneburg explained that there is a lot of knowledge and history to be replaced. Lueneburg stated that she feels a three-month overlap period would be appropriate. Lueneburg presented the cost of

the overlap training. Jensen stated that the skill set of the person hired should determine the amount of overlap training. Discussion regarding the cost and how to fund the overlap training.

Motion/Second: Jensen/Hess to approve the Planning, Zoning and Conservation Director Overlap Training as presented with up to a three-month overlap.

Discussion: Lueneburg explained that there is a lot to this position and presented the process of trying to fill the position. Discussion regarding the need and cost of the overlap training. Schreier questioned where the funding is coming from. Hartman stated that the Motion did not address the funding. Fried stated that the understanding is that this was to come from the department funds. Fried stated that if they cannot fund it, there would need to be a determination made at that time. Discussion regarding the funding source for the overlap training.

Motion/Second: Jensen/Hess to amend the Motion to determine the funding come from the department's 2026 budget.

Discussion: Schreier expressed concern that the amendment is still not clear enough direction of where the funding should come from. Lueneburg reported that this is the process to fund overlap training, retiree health and/or PTO payouts that can sometimes be unplanned for expenses to the department. Lueneburg noted that this is how it has been handled in the past. Discussion regarding the funding of the cost of the overlap and whether it should come from the department or contingency.

Vote on Amendment to Motion: Fried, Aye; Holewinski, Aye; Hess, Aye; Jensen, Aye; Fisher, Aye; Schreier, Nay; 1 Absent, Showalter

Amendment to Motion: Passes

Discussion: Discussion regarding the funding.

Vote on Amended Motion: 5 Aye; 1 Nay, Schreier; 1 Absent, Showalter

Amended Motion: Passes

ITS Computer Technician Market Adjustment: IT Director Jason Rhodes stated they are having difficulty filling positions, citing the pay not being at market level. Rhodes stated that they had a person that was hired and they left for more money. Rhodes stated that after discussions with HR, they wanted to propose a Market Adjustment. Lueneburg stated that there are people in these positions, so hiring a new person at a higher wage would affect the current staff in those positions. Lueneburg explained that they are proposing a Market Adjustment. Fried explained that the Committee needs to first determine if this is needed, then secondly how it will be implemented. Discussion regarding the fiscal impact and the need. Fried questioned what the comparables are, as well as the education level for other counties. Hartman questioned how/if this will affect the positions above this pay grade, with only this pay grade getting an increase. Lueneburg reported that she has looked at this, and this position is three pay grades lower than the next pay grade, she does not believe this will create any compression issues. Rhodes stated that this was discussed with his team, and they are all aware that this position is underpaid. Rhodes explained the team was all on board with this in the hopes of getting better applicants to the position. Discussion regarding the request and what other counties are paying.

Motion/Second: Fried/Holewinski to support the request for the ITS Computer Technician wages and move forward with discussion on implementation and costs.

Vote on Motion: All Nay

Motion: Fails

Motion/Second: Schreier/Hess to support Option 2, with a 6 percent increase for the IT Computer Technician, currently at a grade level H on the wage schedule.

Discussion: Discussion regarding getting the input on this change from the Finance Director.

Break called at 10:08 a.m.

Return from break. 10:14 a.m.

Jensen did not return from break.

Discussion: Fried asked Finance Director Tina Smigielski to go over any challenges she sees in the future with any of the proposed changes. Smigielski stated that with a wage schedule, wages are based on COLA and Steps, and there are distances between the pay grades. Smigielski explained that titles have higher value as you go up in grades, there should be distance between those grades so there is not wage compression. Smigielski explained that increasing by a flat dollar amount causes compression within the paygrade, applying a percentage alleviates that. Smigielski reported that a percentage keeps the integrity of the wage schedule. Discussion regarding the potential problems that implementing the proposed change may cause.

Vote on Motion: 4 Aye; 1 Nay, Fried; 2 Absent, Jensen, Showalter

Motion: Passes

Monthly reports (including invoices paid, budget to actual) and department updates:

Opioid Funds Tracking – Fried questioned the status of the Opioid projects. Hoerchler presented a project status update, going over each of the projects. Hoerchler stated that the Treatment Alternative and Diversion Grant invoices for 2025 are being processed and this will be completely spent. Hoerchler stated that the Telehealth is a match grant with Vital Strategies, they have until the end of June to spend the remainder. Hoerchler noted that this will also be spent. Hoerchler reported that Peer support is also a Vital Strategies Grant noting there is funding allocated to 2025 and to 2026. Hoerchler explained that they will have a better idea of the status at the end of June as there are different factors that could affect the spending of the funds.

- a. LRES – Fried stated the reports were presented.
 - LRES Update and Workers Compensation Quarterly Report
- b. Finance – Fried stated that the reports were presented.
 - Investment Report
 - Sales Tax by Month Report
 - Checking Account Report
 - SLFRF Close Out
- c. ITS – Fried stated that reports were presented. Rhodes reported that the phones for the Human Services Department have been installed.
 - IT Planning update
- d. Treasurer – Fried stated that the reports were presented.
- e. County Clerk – Fried stated that the reports were presented.

Public comment: None

Dates and items for future agenda/meetings: The next meeting dates was set for February 4th at 10:30 a.m., February 25th and March 11 and 25

ADJOURNMENT:

Chairman Fried adjourned the meeting at 11:22 a.m.

DRAFT