

NOTICE OF MEETING

COMMITTEE: ONEIDA COUNTY PUBLIC WORKS & SOLID WASTE
PLACE: ONEIDA COUNTY HIGHWAY DEPARTMENT
730 W. KEMP STREET, RHINELANDER, WI
DATE: THURSDAY, FEBRUARY 19, 2026 **TIME:** 8:00 AM

It is possible that a quorum of county board members will be at this meeting to gather information about a subject over which they have decision-making responsibility. This constitutes a meeting of the county board pursuant to State ex rel Badke v. Greendale Village Board, 173 Wis 2d 553, 494 n.w.2d 408 (1993), and must be noticed as such, although the county board will not take any formal actions at this meeting. There may be quorums of other County Board Committees present, although those committees will not take any formal action at this meeting.

ALL AGENDA ITEMS ASSUMED TO BE DISCUSSION/DECISION ITEMS

AGENDA:

1. Call to order and Chairperson's announcements
2. Approve agenda
3. Approve minutes of the Public Works & Solid Waste Committee meeting held February 5, 2026
4. Public comments
5. Future meeting dates

HIGHWAY DEPARTMENT

6. Approve Vendor Vouchers
7. Winter Maintenance Procedures for State and County Highways
8. CTH D Sand Lake Boat Landing Jurisdiction and Launch Fee
9. Review RFP For Highway Design for CTH B
10. Review RFP for 6-20' Structure Design
11. Approve WisDOT DMA for Rout and Seal on USH 8
12. Equipment Updates
13. Kemp Street Speed Limit
14. Complaint Status Report
15. Highway Commissioner Recruitment
16. Commissioner's Report
17. Future agenda items
18. Public comments
19. Adjourn

NOTICE OF POSTING

TIME: 4:30 PM DATE: 02/17/2026 PLACE: COURTHOUSE/HIGHWAY/SOLID WASTE

TED CUSHING, CHAIRMAN

Notice posted by Dan Gleason, Highway Department. Information on a specific agenda item may be obtained by contacting the highway department at (715) 369-6184.

NEWS MEDIA NOTIFIED BY FAX/EMAIL/MAIL DATE: 02/17//2026 TIME: 4:30 PM

Northwoods River News	Lakeland Times	North Star Journal	Tomahawk Leader
WHDG Radio Station	WJFW Channel 12	WXPR Radio Station	WRJO Radio Station
Vilas County News Review	WHDG Radio	WCYE Radio	WSAW Channel 7

Notice is hereby further given that pursuant to the Americans with Disabilities Act reasonable accommodations will be provided for qualified individuals with disabilities upon request. Please call Dan Gleason (715) 369-6184 with specific information on your request allowing adequate time to respond to your request.

GENERAL REQUIREMENTS:

1. Must be held in a location which is reasonably accessible to the public.
2. Must be open to all members of the public unless the law specifically provides otherwise.

NOTICE REQUIREMENTS:

1. In addition to any requirements set forth below, notice must also be in compliance with any other specific statute.
2. Chief presiding officer or his/her designee must give notice to the official newspaper and to any members of the news media likely to give notice to the public.

MANNER OF NOTICE:

Date, time, place and subject matter, including subject matter to be considered in a closed session, must be provided in a manner and form reasonably likely to apprise members of the public and news media.

TIME FOR NOTICE:

1. Normally, a minimum of 24 hours prior to the commencement of the meeting.
2. No less than 2 hours prior to the meeting if the presiding officer establishes there is good cause that such notice is impossible or impractical.
3. Separate notice for each meeting of the governmental body must be given.

EXEMPTIONS FOR COMMITTEES & SUBUNITS

Legally constituted sub-units of a parent governmental body may conduct a meeting during the recess or immediately after the lawful setting to act or deliberate upon the subject which was the subject of the meeting, provided the presiding officer publicly announces the time, place and subject matter of the sub-unit meeting in advance of the meeting of the parent governmental body.

PROCEDURE FOR GOING INTO CLOSED

SESSION:

1. Motion must be made, seconded and carried by roll call majority vote and recorded in the minutes.
2. If motion is carried, chief presiding officer must advise those attending the meeting of the nature of the business to be conducted in the closed session, and the specific statutory exemption under which the closed session is authorized.

CLOSED SESSIONS ARE PERMITTED:

1. Concerning a case which was the subject of Judicial or quasi-judicial trial before this governmental body Sec. 19.85(1)(a)
2. Considering dismissal, demotion or discipline of any public employee or the investigation of charges against such person and the taking of formal action on any such matter; provided that the person is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action is taken. The person under consideration must be advised of his/her right that the evidentiary hearing be held in open session and the notice of the meeting must state the same. Sec. 19.85(1)(b).
3. Considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. Sec. 19.85(1)(c).
4. Considering strategy for crime detection or prevention. Sec. 19.85(1)(d).
5. Deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a closed session. Sec. 19.85(1)(e).
6. Considering financial, medical, social or personal histories or disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public, would likely have a substantial adverse effect on the reputation of the person referred to in such data. Sec. 19.85(1)(f), except where paragraph 2 applies.
7. Conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved. Sec. 19.85(1)(g).
8. Considering a request for advice from any applicable ethics board. Sec. 19.85(1)(h).

PLEASE REFER TO CURRENT STATUTE SECTION 19.85 FOR FULL TEXT

CLOSED SESSION RESTRICTIONS:

1. Must convene in open session before going into closed session.
2. May not convene in open session, then convene in closed session and thereafter reconvene in open session within twelve hours unless proper notice of this sequence was given at the same time and in the same manner as the original open meeting.

3. Final approval or ratification of a collective bargaining agreement may not be given in closed session.
4. No business may be taken up at any closed session except that which relates to matters contained in the chief presiding officer's announcement of the closed session.
5. In order for a meeting to be closed under Section 19.85(1)(f) at least one committee member would have to have actual knowledge of information which he or she reasonably believes would be likely to have a substantial adverse effect upon the reputation involved and there must be a probability that such information would be divulged. Thereafter, only that portion of the meeting where such information would be discussed can be closed. The balance of that agenda item must be held in open session.

BALLOTS, VOTES AND RECORDS:

1. Secret ballot is not permitted except for the election of officers of the body or unless otherwise permitted by specific statutes.
2. Except as permitted above, any member may require that the vote of each member be ascertained and recorded.
3. Motions and roll call votes must be preserved in the record and be available for public inspection.

USE OF RECORDING EQUIPMENT:

The meeting may be recorded, filmed, or photographed, provided that it does not interfere with the conduct of the meeting or the rights of the participants.

LEGAL INTERPRETATION:

1. The Wisconsin Attorney General will give advice concerning the applicability or clarification of the Open Meeting Law upon request.
2. The municipal attorney will give advice concerning the applicability or clarification of the Open Meeting Law upon request.

PENALTY:

Upon conviction, any member of a governmental body who knowingly attends a meeting held in violation of Subchapter IV, Chapter 19, Wisconsin Statutes, or who otherwise violates the said law shall be subject to forfeiture of not less than \$25.00 nor more than \$300.00 for each violation.

Prepared by Oneida County Corporation Counsel Office - 5/16/96

ONEIDA COUNTY PUBLIC WORKS & SOLID WASTE COMMITTEE MEETING MINUTES

Oneida County Highway Department Conference Room
Thursday, February 5, 2026 8:00 a.m.

Committee members:	Present	Excused	Absent
Ted Cushing	X		
Bob Almekinder	X		
Billy Fried	X		
Dan Hess	X		
Robb Jensen	X		
Student Representative:			
Matthew Carpenter	X		

Also Present: Lisa Bauknecht/Solid Waste Director, Alex Hegeman/Highway Commissioner, Ben Rich/Highway, Jenifer Lueneburg/LRES Director, Scott Holewinski/County Board Chair and Dan Gleason/Highway

1. Call to order and Chairperson's announcements

Committee Chair Ted Cushing called the Public Works and Solid Waste Committee meeting to order at 8:00 am noting the meeting was properly posted and ADA accessible.

2. Approve agenda

Motion by Jensen/Fried to approve the agenda as presented. Motion carried.

3. Approve minutes of the Public Works & Solid Waste Committee meeting held January 22, 2026

Motion by Fried/Hess to approve the minutes as presented. Motion carried.

4. Public comments

None

5. Future Meeting Dates:

- February 19, 2026
- March 5, 2026 Jensen noted he may not be available
- March 19, 2026 Fried requested to be excused from the meeting

6. January Monthly Vendor Vouchers and Budget to Actual Reports

Bauknecht presented the reports to the committee for review.

7. Worker's Comp Report 4th Quarter 2025

8. Compost Update

Bauknecht reported corporation counsel emailed her to confirm their results were the same in addition to the deadline to dispose of the material.

9. Solid Waste Report

Bauknecht reported following the discovery of a camera and an e-cigarette smoldering she was researching how to promote accepting those products safely.

10. Future Agenda Items

Compost update

11. Approve Vendor Vouchers

Motion by Jensen/Almekinder to approve the vendor vouchers as presented. Motion carried.

12. Invoices Paid and Budget to Actual Reports

Hegeman presented the reports to the committee for review noting since 2025 was not closed the county reports may change but the state report was complete. Hegeman reported the state RMA was over approximately \$160,000 to \$165,000 over budget.

13. Worker's Comp Report 4th Quarter 2025

Hegeman presented the report to the committee.

Lueneburg explained 2025 costs were down from 2024 noting claims were reviewed to see if there was anything that could be done to prevent incidents.

14. Crew and Office Work Schedules

Hegeman reported data was available beginning with the 2018/2019 winter noting there were four years of winters working five, eight-hour days and three full winters working four, ten-hour days. Hegeman explained they collected data for total hours worked for storm events to compare the total overtime hours with total regular hours in addition to call pay received on Fridays for each workweek using the average 2026 wage to calculate those costs for both the state and county. Hegeman commented the average PTO and Comp Time balances were included as well as theoretical mobilization cost savings comparing working four to five days a week.

Gleason commented data from the current winter was not included in the average since it was not finished; however, he estimated the average winter hours could increase from approximately 7,000 to 8,000 hours once the season was through. Gleason explained the total winter-storm event hours for both regular hours and overtime were then projected using the respective averages from both the five-day and four-day workweek seasons. Gleason commented he used the percentage of call pay hours incurred on Fridays for the four-day workweek and the five-day workweek as a percentage of total hours worked using the average 2026 wage to project the cost of each.

Gleason explained if the total projected hours were increased to 9,000 hours using this methodology, total costs for a four-day workweek including benefits would increase by \$8,300 noting overtime hours would increase by 302 hours but regular hours are reduced by the same. Gleason explained using the last eight years of storm event wages through January 30, 2026 on average the state paid 59.3 percent and the county paid 40.7 percent of those wages and benefits. Using the largest winter in the last eight years of 9,000 hours, and without accounting for the mobilization costs savings, Gleason estimated the total additional cost of the four-day workweek to the county including benefits would be \$3,381. Fried commented prior to being told today it may be neutral, he was told costs ranged from \$15,000 up to six figures initially.

Gleason agreed he could make that same assumption if he only looked at Fridays without accounting for the impact to the rest of the week and how those wages were billed.

Fried questioned how the additional overtime could affect both PTO and comp time banks. Gleason reported as of January 30, not accounting for administrative staff the average PTO bank balance was 222 hours and the average comp time bank balance was 32.95 hours.

Gleason explained using 9,000 hours for a winter season would increase projected overtime by 300 hours that potentially could be saved as comp by the 16 employees on those 16 beats.

Hess questioned how much comp time and PTO was paid out.

Gleason commented he would need to defer to the finance department to confirm those numbers, however, he believed most of the employees did not have large balances paid out but he was not comfortable making that assumption.

Hess noted it was not only the cost to the county but also to the state.

Cushing commented no matter what the numbers were everything boiled down to the sheet weighing the pros and cons adding that for 25 years they had met their budget.

Hess commented Mondays should be off since it would be very difficult to manage overtime at the end of the week if working Monday through Thursday.

Hegeman reported he reached out to the majority of the counties in the state and 29 counties reported working four, ten-hour days year round and 4 others working some modification such as four/nines and a four hour day on Friday.

Fried commented based on what he was presented by others opinions he felt there might be numbers missing and he was concerned there was something compounding that was not on the sheet. Fried added meeting the budget was not the only answer and if there was other money from labor to spend in those other areas maybe the department would not need to ask for \$1.5 million for road construction or loans. Fried commented he would challenge the commissioner to maximize the dollars in the budget by making the labor less noting if the department remained on four, ten-hour days, he would hold him accountable to manage it in the most efficient way.

Hess commented the other consideration was public perception.

Fried noted if it was the perception he would need to have the numbers to make the agreement for it.

Almekinder commented after being in business for 45 years employee happiness was very important to him noting a happy employee produces and an unhappy employee finds a way not to produce.

Holewinski commented the finance director provided information that was not included and the committee should see those documents and study this a little more. Holewinski commented he had also spoken with Darcy and this report is the opposite of what both finance directors told him. Holewinski recommended have the finance director attend the meeting.

Hegeman commented he would meet with the finance director to go over the numbers and ask her to attend the next meeting.

Holewinski noted the finance director was working on the yearend financial audit and did not have the time right now.

Hess recommend finishing out the year on four/tens and then make a decision based on the actual numbers.

15. Winter Maintenance Policies and Procedures for State and County Highways

Hegeman reported he did not have any updates for the committee.

16. CTH D Sand Lake Boat Landing Parking Requirements and Project Update

Hegeman reported the DNR required a minimum of 17 parking units and the removal of any stalls would create issues for resource management because it would not meet what had been defined as adequate public access. Hegeman also reported there was a request for an

additional \$800,000 primarily to help fund the new driveway but the DOT did not seem confident the request would be approved so the DOT agreed to leave the entrance where it was. Hegeman commented a request for \$200,000 to complete the bridge project, however, would likely be approved.

Hegeman reported he had not applied for a grant from the WVIC since he could not get firm numbers on what was needed, however, he had inquired about purchasing a plank to install on the ramp which the WVIC builds in house.

Fried recommended Hegeman reach out to Karl Jennrich regarding the DNR's project in Minocqua to understand some of the correspondence and the permitting process.

Hegeman commented he had a conversation with the company Minocqua uses to manage fees and questioned if the committee would like to have something formal brought back.

Jensen commented he felt the boat landing was recreational and should be transferred to forestry so Hegeman can focus on the bridge project.

Fried commented it was important to get some revenue even if the landing was transferred to another department.

Hegeman commented he would bring back a proposal for the launch fee.

17. Rhinelander Shop Facility Plan

Hegeman reported Kraus Anderson was working to rework and cleanup the presentation noting the potential for additional cold storage to the west of the facility. Hegeman explained he had the RFP's to bring designers on board for the approved 2026 CIP projects.

Fried commented he did not envision doing anything other than working on the current campus and recommended moving forward with the approved CIP projects.

Jensen commented there were things did not know such as:

- Would the site need a retention pond
- If needed the estimated cost to remove contaminated soil
- What were the ADA requirements for any improvements
- Does the site allow for future expansion
- The estimated prep costs of a new site
- Were there opportunities to work with the City for sewer and water for a new site
- Would the City consider taking over Kemp Street
- What is the commercial value of the current site
- What was the economic commercial development impact of the site
- What are the financing options of \$16.5 million versus \$22 million
- Are there other funding assistance sources

Jensen noted the \$16.5 million estimate did not include a retention or fencing adding he needed those numbers questioning if there was a problem holding off on the two CIP projects. Jensen added the County Board had not had this information to make decisions.

Fried commented he believed they had some of it and some of it was assumptions of his opinion. Fried noted if they ever needed more room they have other property. Fried commented he would like this to last another ten to twenty years adding they had been kicking the can for ten, twenty years.

Jensen commented the people he had spoken with questioned putting money into a facility to make it last how much longer versus a facility that would last fifty to seventy years and would provide an opportunity to add on if you want to move other departments to the site.

Cushing noted they needed to address the electrical even if they chose to relocate.

Fried commented no one from the City had attended a meeting.

Jensen commented he did not see a way to pay for the project without borrowing which would require the approval of 16 county board members.

Motion by Almekinder/Fried to go ahead with the three CIP projects for 2026. Motion carried; Jensen opposed.

18. Approve Resolution to Purchase Patrol Truck Attachments

Motion by Almekinder/Hess to forward the resolution to the county board for the attachments as consent. Motion carried.

19. Approve 2026 Beaver Removal Contract

Motion by Almekinder/Jensen to approve the 2026 beaver removal contract for 2026. Motion carried.

20. Equipment Updates

Hegeman explained there was no shortage of work for the mechanics noting seven trucks were down. Hegeman reported there were four trucks at the builders and was optimistic those would be delivered before the next winter.

21. Complaint Status Report

Hegeman reported there was a complaint on CTH D about snow and ice in front of a mailbox restricting mail delivery.

Fried reported he spoke with a business owner that felt the plow driver was plowing snow into the entrance to his business.

Hegeman explained they could try to slow down but there was not much more they could do because the snow needed to be removed.

Holewinski suggested plowing the snow to the left before plowing to the right.

Rich explained the front plow could be turned but the trucks and the wing are set up to put every to the right.

Hegeman commented he explained to the owner the route had been vacant with multiple drivers so it was not one driver doing it and the snow needed to go somewhere.

Fried commented there were pictures supposedly showing in front of the business the sidewalk was brown but white before and after. Fried noted he did not think anyone did anything wrong but questioned if there was anything that could be done.

Holewinski suggested Hegeman contact the business owner and let them know the driver would try to slow down when plowing that corner.

22. Commissioner's Report

Hegeman reported they made approximately 7,500 tons of additional sand with all of the deliveries to the towns completed in addition to working on picking up trees and patching.

Hegeman reported the DOT granted permission to work on milling off the heaves on the bypass. Hegeman also reported a new employee would be starting February 16 and the department would be fully staffed.

23. Future Agenda Items

- Highway department campus projects
- CTH D boat landing update
- Crew and office work schedules
- Update on winter maintenance procedures

24. Public comments

None

25. Adjourn

Meeting adjourned at 9:47 am

Committee Chairman

Committee Secretary

DRRAFT

AGENDA

**HIGHWAY DEPARTMENT
ONEIDA COUNTY
P.O. Box 696
Rhinelander, Wisconsin 54501-0696**

Alex Hegeman
Highway Commissioner
ahegeman@oneidacountywi.gov

Ben Rich
Highway Patrol Superintendent
brich@oneidacountywi.gov

Telephone (715) 369-6184
Fax (715) 369-2790

2/19/2026

**REQUEST FOR PROPOSALS
FOR
ENGINEERING DESIGN SERVICES
CTH B, Highway Design**

GENERAL – The Oneida County Highway Department needs engineering design services and bid package for highway design on CTH B from USH 45 to CTH G in the Towns of Enterprise and Schoepke.

EXISTING FACILITY – Oneida County has a 1.05 mile section of CTH B from USH 45 to CTH G. This segment of CTH B is posted at 5 tons year round due to poor subgrade and pavement condition. Several wetlands are adjacent to CTH B contributing to the poor soils. There are five existing culverts within the project limits: 4 plastic and 1 concrete box.

PROPOSED IMPROVEMENT – Scope of work: The proposed improvement is to resurface CTH B and make base/sub-base improvements to eliminate the need for a weight limit. It is anticipated that the consultant selected for this project will provide a pavement design, an analysis of the base and sub-base to determine improvements needed, work with DNR on any permits needed, analyze existing culverts for condition/location/elevations, provide complete plan set and package for bidding purposes, and provide construction oversight.

SCHEDULE – Oneida County would like to construct the highway project in calendar year 2027.

SUBMITTALS – If you are interested in working with the Oneida County Highway Department on this important project, please submit the following information at a minimum:

1. Name, address and brief description of firm
2. Statements as to firm's particular abilities and qualifications related to this project
3. Provide examples of knowledge and expertise related to this scope of work and type of project
4. Identify other similar projects completed by this firm, and key personnel's experience on similar projects. Include reference contact information for completed and/or current projects
5. You may include a one-page subjective statement regarding your interest in and understanding of this project
6. A description of how the project will be approached including the identification of all major work elements and unique concepts that might be employed
7. Separate pricing for 1) design and bid package and 2) construction oversight
8. Please submit 3 copies for review.

SUBMISSION DEADLINE – All submittals should be clearly marked and sent to the Oneida County Highway Department, 730 W. Kemp Street, PO Box 696, Rhinelander, WI 54501 by 1:00 PM, Thursday, **March 12, 2026**. Questions can be directed to Highway Commissioner, Alex Hegeman by phone at (715) 369-6131 or by email at ahegeman@oneidacountywi.gov.

AGENDA

Alex Hegeman
Highway Commissioner
ahegeman@oneidacountywi.gov

**HIGHWAY DEPARTMENT
ONEIDA COUNTY**
P.O. Box 696
Rhineland, Wisconsin 54501-0696

Ben Rich
Highway Patrol Superintendent
brich@oneidacountywi.gov

Telephone (715) 369-6184
Fax (715) 369-2790

2/19/2026

REQUEST FOR PROPOSALS
FOR
ENGINEERING DESIGN SERVICES
CTH E and CTH D Culvert Design

GENERAL – The Oneida County Highway Department needs engineering design services and bid package for culvert replacements of V-43-0087, V-43-0088, V-43-0089, and V-43-0090.

EXISTING FACILITY – Oneida County has four culverts eligible for funding under the Wisconsin Department of Transportation “6-20’ Structure” program. V-43-0087 is a single culvert on CTH D with a span of 6.6’ that carries water from Swamp Creek. V-43-0088 and V-43-0089 are twin culverts on CTH D each having spans of 6.5’ that carry water from Gilmore Creek. V-43-0090 is a single culvert on CTH E with a span of 6.3’ that carries water from Sweeny Creek.

PROPOSED IMPROVEMENT – Scope of work: The proposed improvement is to replace all four culverts under one bid package as the culverts are located within 10 miles of each other. The consultant selected will be expected to work with the Wisconsin DNR on sizing of the new culverts, including any hydrologic and hydraulic studies needed, and obtain any required permits. The consultant will determine if there are any utility conflicts and work with the county and utility company to determine solutions. The consultant will determine if any real estate needs exist for construction. It is expected that the consultant will provide Oneida County with a full plan set to be utilized for bidding purposes.

SCHEDULE – Oneida County would like to have plans “on the shelf” so construction could take place as early as 2027.

SUBMITTALS – If you are interested in working with the Oneida County Highway Department on this important project, please submit the following information at a minimum:

1. Name, address and brief description of firm
2. Statements as to firm’s particular abilities and qualifications related to this project
3. Provide examples of knowledge and expertise related to this scope of work and type of project
4. Identify other similar projects completed by this firm, and key personnel’s experience on similar projects. Include reference contact information for completed and/or current projects
5. You may include a one-page subjective statement regarding your interest in and understanding of this project
6. A description of how the project will be approached including the identification of all major work elements and unique concepts that might be employed
7. Complete price for all design related activities for all four culverts as a package
8. Please submit 3 copies for review.

SUBMISSION DEADLINE – All submittals should be clearly marked and sent to the Oneida County Highway Department, 730 W. Kemp Street, PO Box 696, Rhineland, WI 54501 by 1:00 PM, Thursday, **March 12, 2026**. Questions can be directed to Highway Commissioner, Alex Hegeman by phone at (715) 369-6131 or by email at ahegeman@oneidacountywi.gov.

AGENDA

DISCRETIONARY MAINTENANCE AGREEMENT

Wisconsin Department of Transportation

Calendar year 2026

ONEIDA COUNTY

The State of Wisconsin Department of Transportation (hereafter called the Department) authorizes the maintenance project herein described, and the above designated County, represented by its County Highway Committee and Highway Commissioner, agrees to perform such operations, and furnish such materials as listed below. It is understood that the maintenance services authorized under this agreement shall be accomplished in compliance with state and federal law, the Highway Maintenance Manual (HMM) and under the general direction of the Department. Payment for services provided under this agreement shall be made to the county based on actual labor, including fringe benefit costs, machinery allowances as specified in Chapter 2 of the Highway Maintenance Manual, and material purchases authorized by the Department. Such payment shall be made upon presentation of accounts itemized and verified in accordance with policies and regulations of the Department.

In connection with the services provided under this agreement, the County agrees not to discriminate against any employee or applicant for employment because of sex, age, race, religion, color, handicap, physical condition, developmental disability as defined in s. 51.05(5), Wis. Stats., sexual orientation, or national origin. This provision shall include, but is not limited to, the following: employment upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The County further agrees to post in a conspicuous place, available for employees and applicants for employment, notices setting forth these provisions.

The disclaimer language as contained in the Department's Highway Maintenance Manual is included in this agreement by reference. The County is obligated to provide services under this agreement only to the extent it receives Department funding for the same services. The Department recognizes that the County does not warranty that maintenance funds provided by the Department are sufficient to provide for a uniform level of service or standard of state highway maintenance applicable to all situations. Certain factors, including but not limited to, weather restrictions and funding or labor shortages, may make universal, year-round compliance with the goals expressed within this manual impossible to achieve.

Estimated project cost		
Project ID	Description	Estimated project cost
0043-63-11	PBM TO DMA ASPHALT REPAIRS ON USH 8 IN ONEIDA COUNTY	\$70,000

Approvals

Total estimated project costs	
<i>By expenditure category</i>	
COUNTY LABOR	\$35,000
COUNTY EQUIPMENT	\$20,000
COUNTY MATERIALS	\$11,000
ADMINISTRATIVE SUPPORT	\$4,000
Total	\$70,000

DISCRETIONARY MAINTENANCE AGREEMENT

Wisconsin Department of Transportation

Calendar year 2026

ONEIDA COUNTY

0043-63-11

PBM TO DMA ASPHALT REPAIRS ON USH 8 IN ONEIDA COUNTY

THIS SPECIAL ROADWAY MAINTENANCE PROJECT CONSISTS OF ASPHALT ROUT AND SEAL ON USH 8 IN ONEIDA COUNTY. WORK UNDER THIS CONTRACT WILL BE PERFORMED IN ACCORDANCE WITH THE STATE OF WISCONSIN SPECIAL PROVISIONS FOR PERFORMANCE BASED MAINTENANCE, 2026 EDITION, STANDARD SPECIFICATIONS FOR HIGHWAY AND STRUCTURE CONSTRUCTION 2026 EDITION AND THE ATTACHED NORTH CENTRAL REGION SUPPLEMENTAL PROVISIONS. THE COUNTY WILL BE RESPONSIBLE TO ENSURE THESE METHODS ARE MET.

Activity codes	Descriptions
002	Asphalt Crack Sealing
009	Traffic Control Roadway Asphalt
031	Sweeping Pavement

Job Id	County in which work will be done	Highway Number	Asset ID	Location	Earliest Start Date	Latest End Date	Attachment specific to this work?	Estimated Project Costs
323.0826	43 - ONEIDA	STH 8		CTH P TO FOREST COUNTY LINE	04/15/2026	07/01/2026	YES	\$70,000
Work Description: ASPHALT ROUT AND SEAL								

Estimated project costs	
COUNTY LABOR	\$35,000
COUNTY EQUIPMENT	\$20,000
COUNTY FURNISHED MATERIALS	\$11,000
ADMINISTRATIVE SUPPORT	\$4,000
Total	\$70,000

AGENDA

YTD Historical Equipment

2026					
	Revenue	Cost	Annual Depr	Equip Fund	+/-
1/31/2026	\$ 372,611.54	\$ 777,374.12	\$ 664,199.15	\$ 259,436.57	\$ (404,762.58)
2025					
	Revenue	Cost	Annual Depr	Equip Fund	+/-
1/31/2025	\$ 183,852.11	\$ 551,329.01	\$ 469,568.10	\$ 102,091.20	\$ (367,476.90)
2024					
	Revenue	Cost	Annual Depr	Equip Fund	+/-
1/31/2024	\$ 194,986.99	\$ 491,445.39	\$ 434,810.01	\$ 138,351.61	\$ (296,458.40)
2023					
	Revenue	Cost	Depreciation	Equip Fund	+/-
1/31/2023	\$ 293,101.11	\$ 453,937.59	\$ 379,406.30	\$ 218,569.82	\$ (160,836.48)
2022					
	Revenue	Cost	Depreciation	Equip Fund	+/-
1/31/2022	\$ 140,894.90	\$ 502,366.19	\$ 421,998.09	\$ 60,526.80	\$ (361,471.29)
2021					
	Revenue	Cost	Depreciation	Equip Fund	+/-
1/31/2021	\$ 118,498.17	\$ 360,239.93	\$ 293,855.65	\$ 52,113.89	\$ (241,741.76)
2020					
	Revenue	Cost	Depreciation	Equip Fund	+/-
1/31/2020	\$ 209,398.51	\$ 358,705.22	\$ 251,328.86	\$ 102,022.15	\$ (149,306.71)
2019					
	Revenue	Cost	Depreciation	Equip Fund	+/-
1/31/2019	\$ 112,901.59	\$ 343,953.83	\$ 257,485.70	\$ 26,433.46	\$ (231,052.24)
2018					
	Revenue	Cost	Depreciation	Equip Fund	+/-
1/31/2018	\$ 156,267.74	\$ 356,705.23	\$ 274,506.00	\$ 74,068.51	\$ (200,437.49)

AGENDA



Oneida County

Highway Commissioner

Oneida County is hiring for a Highway Commissioner position with the Highway Department.

SUMMARY OF JOB DUTIES: The Highway Commissioner serves as the administrative and operational leader of the Highway Department, responsible for planning, directing, and overseeing all highway construction and maintenance activities. This position exercises independent judgment in short- and long-range planning, project development, and regulatory compliance affecting county roads and bridges. The Commissioner oversees project design, specifications, cost estimates, and coordination with consultants, contractors, town boards, and state and federal agencies. Responsibilities include developing and managing the department budget; authorizing expenditures and capital improvements; preparing equipment specifications; and overseeing maintenance of highway facilities. The Commissioner develops annual maintenance plans, maintains required records and reports, responds to public inquiries, and attends committee and County Board meetings. The role also includes supervising, mentoring, and evaluating department employees to ensure efficient, cost-effective operations and compliance with County policies and applicable laws.

EXPERIENCE AND QUALIFICATIONS: Qualified candidates must have two years post-high school education in Business Management, Engineering or equivalent fields, and a minimum of five years work experience in progressively responsible administrative and supervisory duties within a road construction/maintenance environment or business. Candidates with other combinations of education and experience that provide equivalent knowledge, skills and abilities may be considered. The ideal candidate will have extensive experience in highway and bridge construction, maintenance practices and long-range infrastructure planning, along with experience in budgeting, financial oversight, strong leadership skills, proficiency with computer hardware and programs, excellent communication skills and good time-management abilities.

WORK HOURS: This exempt, salaried leadership position will work a minimum of 40 hours per week, mostly during weekdays, but additional hours may be necessary to fulfill essential duties and respond to operational demands, including emergencies and seasonal workload variations.

WAGES AND BENEFITS: Starting 2026 salary of \$95,018 to \$108,592, contingent on qualifications. Position includes an excellent benefit package including affordable health insurance, enrollment in the Wisconsin Retirement System and generous Paid Time Off (PTO) with the ability to carryover unused PTO hours into future years.

HOW TO APPLY: Complete job description and [required](#) Oneida County application is available at www.oneidacountywi.gov. Completed applications along with resume and transcripts should be emailed to jlueneburg@oneidacountywi.gov or mailed to Oneida County Labor Relations Employee Services, Courthouse, P.O. Box 400, Rhinelander, WI 54501. *Note: Applicants selected for an interview must be available on Tuesday, March 10, 2026.*

Deadline to apply is Monday, March 2, 2026 at 8:30 a.m.

Oneida County is an Equal Opportunity Employer

Oneida County Job Description

Job Title: Highway Commissioner
Class Title: Highway Commissioner
Department: Highway
Reports To: Public Works Committee
FLSA Status: Exempt-Exec.
Prepared By: Jennifer Lueneburg, Human Resources Director
Prepared Date: February 2026

SUMMARY This position plans and directs the work of the County Highway Department requiring independent judgment and thorough knowledge of all factors affecting road construction and maintenance. Duties involve short and long-range planning;

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following.

- Plans, assigns and supervises the work of highway construction and maintenance crews.
- Oversees the design, drawings, specifications and cost for construction and maintenance of highways, roads and bridges.
- Works with town boards, officers and representatives of the State and Federal government regarding the construction and maintenance of highways, roads and bridges.
- Develops, presents and monitors department budget including authorizing all department expenditure, line item transfers and reimbursements.
- Plans/coordinates construction projects with consultants and contractors; ensures projects meet state mandates and that estimates are followed and payment conditions achieved.
- Prepares specifications and recommends necessary equipment purchases and capital improvements. Authorizes purchases made for budgeted items.
- Attends various committee meetings, County Board meetings, staff meetings and public hearings.
- Responds promptly to public inquiries and complaints.
- Attends seminars, workshops and conferences to assure that the County is operating with the most efficient technology available.
- Counsels and mentors employees; complete employee performance evaluations, annually (prior to their anniversary date) or more often as needed.
- Maintains records and makes reports incidental to Department.
- Screens, interviews and selects new employees.
- Prepares specifications for the purchase of highway equipment.
- Each spring, prepare summer maintenance schedule, specifying highway locations and activity to be completed at each location identified. Each fall, provide report on the status of completion on the summer maintenance list.
- Oversees all Highway facilities for maintenance, repairs, construction and possible expansion to meet needs.
- This position is an Exempt/Salaried position with the expectation the Highway Commissioner will perform a minimum of 40 hours per week and may require more than 40 hours per week to complete essential duties. The Highway Commissioner shall perform essential duties and responsibilities at a high level of efficiency and cost savings.
- Any other duty as assigned by Committee or County Board.

SUPERVISORY RESPONSIBILITIES Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

QUALIFICATIONS To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Committee of Jurisdiction prefers the Commissioner to be highly knowledgeable and experienced in highway and bridge construction, maintenance procedures, and long-range construction planning.
- Knowledge and experience of budgetary planning, expenditure and receivables in government.
- Must be able to formulate, communicate and enforce policies and procedures and to establish satisfactory working relationship. Knowledge and experience of labor management practices. Experience in counseling and mentoring employees strongly preferred.
- Must be proficient in Microsoft Office applications (Word, Excel, Outlook) and have the ability to learn and effectively utilize additional software systems relevant to highway operations, asset management, budgeting and reporting. A working knowledge of computer hardware and internet –based systems is required. Experience with CHEMS (County Highway Expenditure Management System) or similar software is preferred but not required.

EDUCATION and/or EXPERIENCE

- Associate Degree in Business Management, Engineering or related field;
- Minimum of five(5) years' experience in progressively responsible administrative and supervisory duties within a road construction/maintenance environment or business;
- OR any combination of education and experience that provides the equivalent knowledge, skills and abilities.

LANGUAGE SKILLS

Demonstrate the ability to communicate effectively, both verbally and in writing. Ability to prepare clear reports, correspondence and presentations, and communicate with employees, elected officials, contractors and the public in a professional manner.

MATHEMATICAL SKILLS

Ability to perform and apply mathematical calculations related to budgeting, cost analysis, quantities and operational planning.

REASONING ABILITY Ability to evaluate situations, interpret policies and regulations, and exercise sound independent judgment in decision-making consistent with established laws, rules and procedures.

CERTIFICATES, LICENSES, REGISTRATIONS

Valid Wisconsin Driver's license required.

PHYSICAL DEMANDS

The physical demands described here are representative of those necessary to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform essential functions.

This position is primarily administrative but requires regular field presence. Duties may include standing, walking, bending, climbing, reaching, and occasionally lifting or moving materials weighing up to 50 pounds. The position may involve both office and shop/field activities.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those encountered while performing the essential functions of the position. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform essential functions.

Work is performed in both office and field settings. Fieldwork may involve exposure to varying weather conditions, including extreme cold, heat, snow, rain, wind, and other conditions typical of Northern Wisconsin.

AGENDA