

RESOLUTION # 29-2020

Resolution to Create Two Full-Time Behavioral Health Therapist positions in the Human Services Department.

Resolution approved for presentation to the Oneida County Board by the Supervisors of the Executive Committee.

Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, demand for outpatient mental health services provided through the Oneida County Department of Human Services to residents of Forest, Vilas and Oneida Counties exceeds available Behavioral Health Therapist staffing levels, resulting in waitlists and delays in care; and

WHEREAS, the Oneida County Department of Human Services is requesting the creation of two additional Behavioral Health Therapist positions in an effort to meet increased demand, improve access to timely care, strengthen partnerships with schools and community referral sources and decrease reliance on higher-cost emergency and crisis interventions; and

WHEREAS, this extraordinary and unanticipated need for additional staff positions has been identified after the current year budget was adopted; and

WHEREAS, in accordance with Oneida County Code of Ordinance § 4.18 *Establishing Positions*, an exception to the budget process to create position(s) requires a draft position description reflecting rate of pay, cost of benefits and the effective date be approved by the County Board; and

WHEREAS, the ongoing costs for the two additional positions will be sustainable through billable client services, however initial onboarding costs for recruitment and training the two created Behavioral Health Therapist positions require funding; and

WHEREAS, Forest County has approved funding 20% of the onboarding costs on March 17, 2026, and Vilas County has approved funding 30% of the onboarding costs on March 24, 2026, leaving the remaining 50% to be funded by Oneida County through Opioid Settlement Funds via resolution; and

WHEREAS, this request has been reviewed and approved by the Oneida County Human Services Committee on February 4, 2026; and

WHEREAS, the Executive Committee has reviewed this request and recommends the creation of two additional Behavioral Health Therapist positions to the Oneida County Board of Supervisors; and

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective upon passage, two full-time Behavioral Health Therapist positions shall be created at Grade L on the Non-Exempt Wage Schedule; and

BE IT FURTHER RESOLVED, that all related onboarding costs to be covered by cost sharing with 30% by Vilas County, 20% by Forest County, and 50% Oneida County utilizing

51 Opioid Settlement Funding and ongoing position costs to be covered by billable client time, with
52 no county tax levy needed to fund these positions.

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54 A fiscal impact statement is attached hereto and made a part thereof.

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56 Vote Required: Majority = 2/3 Majority = _____ 3/4 Majority = _____

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59 The County Board has the legal authority to adopt: Yes No _____ as reviewed
60 by the Corporation Counsel, *[Signature]* Date: 3/26/26

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62 Approved for presentation to the County Board by the Executive Committee this 25th day of
63 March, 2026.

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65 Consent Agenda Item: YES NO

Fiscal Impact	Offered and passage moved by:	Aye	Nay	Abstain
<input type="checkbox"/> Included in Resolution	<u><i>[Signature]</i></u> Supervisor Billy Fried	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> Attached	<u><i>[Signature]</i></u> Supervisor Scott Molewinski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> N/A	<u><i>[Signature]</i></u> Supervisor Russ Fisher	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<u><i>[Signature]</i></u> Supervisor Robb Jensen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<u><i>[Signature]</i></u> Supervisor Steven Schreier	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<u><i>[Signature]</i></u> Supervisor Dan Hess	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<u><i>[Signature]</i></u> Supervisor Connor Showalter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

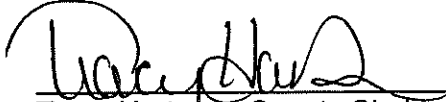
95
96 20 Ayes
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98 0 Nays
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100 1 Absent
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102 0 Abstain
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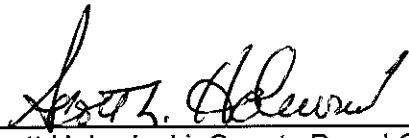
Adopted

by the County Board of Supervisors this 21st day of April, 2026.

Defeated



Tracy Hartman, County Clerk



Scott Holewinski, County Board Chair

Consent Agenda

Supervisors	AYE	NAY	ABS	ABSTAIN
Timmons	X			
Cushing	X			
Fried	X			
Burns	Y			
Newman	X			
Condado	X			
Briggs	X			
Showalter	—	—	X	
Jensen	X			
Hess	X			
Taugtes	X			
Fisher	X			
Lopez	X			
Sorgel	X			
Kilbourn	X			
Alemekinder	X			
Sheppard	X			
Schultz	X			
Oettinger	X			
Hamburg	X			
Holewinski	X			
TOTALS	20		1	
TAGS				

Resolution # 26 – 2026: Offered by the Supervisors of the Land Records Committee to Convey Tax Foreclosed and Other County Real Estate.

Resolution # 27 – 2026: Offered by the Supervisors of the ADRC Committee to Support Sustainable Transportation Funding in the State of Wisconsin.

Resolution # 28 – 2026: Offered by the Supervisors of the Executive Committee to Authorize 2025 Budget Transfers.

Resolution # 29 – 2026: Offered by the Supervisors of the Executive Committee to Create Two Full-Time Behavioral Health Therapist Positions in the Human Services Department.

Resolution # 30 – 2026: Offered by the Supervisors of the Executive Committee to Authorize the Expenditure of Opioid Settlement Funds allocated to Oneida County in Accordance with Wisconsin Act 57 of 2021 and Oneida County Resolution #58-2022 in an amount not to exceed \$43,980 for Oneida County's Share of Costs to Onboarding Two (2) Behavioral Health Therapist Positions.

*Pulled by
Cushing*



ONEIDA COUNTY HUMAN SERVICES

Better Together

Request for Two Behavioral Health Therapist positions

Over the past year, the Outpatient Clinic has demonstrated both fiscal responsibility and measurable community impact. Following the hiring of one additional therapist and the addition of a partial FTE with the Outpatient Clinic Manager seeing clients, the clinic successfully eliminated its waitlist entirely. This improvement allowed community members timely access to services and reduced strain on emergency and crisis resources.

However, within the last four months, the clinic has again accumulated a waitlist of 44 individuals. Referrals continue to increase and are coming from a wide range of sources, including local schools, emergency services, social workers, community members, and internal county programs. The current staffing model is no longer sufficient to meet this demonstrated need.

Each proposed therapist position is financially sustainable. The position pays for itself when the therapist is scheduled at approximately 50% direct client contact time, allowing the remaining time to support documentation, coordination of care, crisis response, and interdisciplinary collaboration. This makes the request both fiscally sound and operationally realistic.

The Department is requesting Opioid dollars to fund Oneida Counties portion of the anticipated on boarding cost for these employees. This is the time between hire date and reaching 50% direct client time. The Department has requested Vilas and Forest contribute based on our contracted percentage rate of admin costs with them.

Forest County Board approved 3/17/26 and their County Board resolution is attached.

In Vilas County the request has passed Human Service and Finance Committee and goes to full County Board for approval 3/24/26.

The request for Opioid funding is included in this packet and details the estimated cost.

Approval of these two positions would:

- Reduce and prevent waitlists for outpatient mental health services
- Improve access to timely care for adults, youth, and families
- Strengthen partnerships with schools and community referral sources
- Reduce reliance on higher-cost emergency and crisis interventions
- Maintain a financially responsible, revenue-generating service model

Human Services - Court House
1 S. Oneida Ave
Rhineland, WI 54501
P: 715-362-5695 F: 715-362-7910

Human Services – Timber Drive
705 E. Timber Drive
Rhineland, WI 54501
P: 715-369-2215 F: 715-369-2214

Aging & Disability Resource Center
100 W. Keenan St
Rhineland, WI 54501
P: 715-369-6170 F: 715-369-6245

Behavioral Health Therapist Costing

	Salary	FICA	Retirement	Health Ins	Life Ins	Workers Comp	Total
Therapist, Grade L /Step 1	\$ 72,030.00	\$ 5,510.00	\$ 5,200.00	\$ 32,974.00	\$ 68.00	\$ 1,498.00	\$ 117,280.00
Therapist, Grade L /Step 1	\$ 72,030.00	\$ 5,510.00	\$ 5,200.00	\$ 32,974.00	\$ 68.00	\$ 1,498.00	\$ 117,280.00
Total	\$ 144,060.00	\$ 11,020.00	\$ 10,400.00	\$ 65,948.00	\$ 136.00	\$ 2,996.00	\$ 234,560.00