

**SPECIAL ORDERS SESSION
WINNEBAGO COUNTY BOARD MEETING
TUESDAY, MARCH 7, 2023**

Chairman Thomas Egan called the meeting of the Winnebago County Board of Supervisors to order at 6:00 P.M. from the Winnebago County Courthouse, 415 Jackson Street, Oshkosh, Wisconsin and virtually by ZOOM.

The meeting was opened with the Pledge of Allegiance and Invocation by Supervisor Powers.

The following Supervisors were present: 29 - Dowling, Nichols, Borchart, Eisen, Horan, Ellenberger, Nussbaum, Stafford, Binder, Swan, Floam, Gordon, Ponzer, Belville, Norton, Hinz, Zellmer, Schellenger, Powers, Hanson, Cox, Youngquist, Farrey, Harrison, Zastera, Egan, Beem, Nelson and Miller. Excused: 7 – Defferding, Wise, Albrecht, Gabert, Robinson, Buck and Gustafson.

Motion by Supervisor Swan, seconded by Supervisor Harrison to adopt the agenda for this evening's meeting.
CARRIED BY VOICE VOTE.

PUBLIC HEARING

No one from the public addressed the board.

REPORTS FROM COMMITTEES, COMMISSIONS & BOARDS

Supervisor Farrey informed everyone that there will be a Legislative Committee meeting on Monday, March 27, 2023 at 8:30 a.m. at the JP Coughlin Center.

Supervisor Powers informed everyone that scholarships are due and need to be postmarked by March 31, 2023. Winners will be determined by May 5, 2023. The scholarships are worth \$1,000.

Supervisor Horan attended a conference in Madison last week. She provided a summary of the conference to the County Clerk's Office. One important thing she took away from the conference is communication is a key item to success.

COUNTY BOARD CHAIRMAN'S REPORT

Chairman Egan reported that Supervisors Defferding, Wise, Albrecht, Gabert, Robinson, Buck and Gustafson are excused from tonight's meeting.

Chairman Egan received correspondence from Mike Rawlins regarding concerns that the Milwaukee Brewers may be leaving the state and encourages as many Winnebago County residents to attend games to increase interest and attendance. The letter was read in at tonight's meeting by the Deputy Clerk.

Chairman Egan announced what County Board Supervisors will be appointed to the Task Force Committee Structure and the Task Force on Per Diems. The Task Force on Committee Structure will be Supervisors Floam, Hanson, Gabert, Defferding and Eisen. The Task Force on Per Diems will be Supervisors Ellenberger, Powers, Wise, Binder, Harrison, Schellenger and Zastera.

Motion made by Eisen, seconded by Horan, to suspend Rule 10.2; "No member shall speak more than twice on the same question without leave of the Board, except to answer questions from the Chair or the Floor. The Chair must enforce this rule when a violation is called to the attention of the Chair". MOTION FAILS BY VOICE VOTE.

**WAGE STUDY COMPENSATION UPDATE – VICTORIA MCGRATH, MCGRATH HUMAN RESOURCES GROUP;
MARK HABECK, DIRECTOR OF HUMAN RESOURCES; AND JON DOEMEL, COUNTY EXECUTIVE**

Mark Habeck, Human Resources Director and Ms. McGrath presented their findings and updates on the wage compensation study. There is a need to get long standing employees to reach their salary ranges and eliminate the in-range compression that is currently taking place. There are 381 employees with 6+ years or more that are still below the control point which ideally should be reached within 3-5 years. Dr. McGrath has incorporated many adjustments to the compensation schedule in order to address in-range compression by proposing adjustments to existing employees pay based on length of tenure in position and updating the compensation schedule to align with the current market. The proposal seeks to balance the tension between increasing pay rates to be more competitive in hiring, and moving longer tenured employees out of the hiring range and adjusting pay based on length in position to aid in retention, while staying within budget constraints. There should be a periodic review every 3-5 years. The proposal provides a consistent and standardized set of rules to follow to determine which individuals qualify for any adjustment.

Mr. Habeck, Ms. McGrath and County Executive Doemel then took questions from the board. A copy of this presentation is available in the County Clerk's Office.

WINNEBAGO COUNTY ARPA (AMERICAN RESCUE PLAN ACT) UPDATE – PAUL KAISER, DIRECTOR OF FINANCE

County Finance Director Paul Kaiser presented information on the uses of the State and Local Fiscal Recovery Funds. Kaiser stated that we will be using 2022 expenditures to use ARPA funds as directed by the final ruling of the US Treasury. ARPA recipients may determine their revenue loss by choosing between two options; a standard allowance of up to \$10 million in aggregate, not to exceed the award amount during the program; and calculating our jurisdiction's specific revenue loss each year using Treasury's formula, which compares actual revenue to a counterfactual trend. Counties can use Recovery Funds to provide government services, up to the amount of revenue loss experienced using one of two Treasury approaches. Under the final rule, counties now have two options: new \$10 million revenue loss allowance and improvements to the revenue loss formula.

Mr. Kaiser then took questions from the board. A copy of this presentation is available in the County Clerk's Office.

NEIGHBORHOOD IMPROVEMENT FUND GRANT UPDATES:

Winnebago County HELP Program – Beth Roberts, Long Term Support Division Manager

Beth Roberts, Long Term Support Division Manager, presented information on the Winnebago County HELP program. Homelessness HELP program, consolidating resources, making sure community knows awareness of programs and resources. They will provide a follow-up in three to six months. The program kicked off on January 16, 2023. Out of 113 referrals in a short period of time, they are working with 62 of those people actively. The program maintains housing ability, 20% have been effectively worked with. Ms. Roberts provided some examples.

Ms. Roberts then took questions from the board.

Habitat for Humanity Oshkosh – Tom Simon, Executive Director

Tom Simon presented information for the Habitat for Humanity, Oshkosh to the County Board.

Habitat for Humanity of Oshkosh was founded in April of 1989. There are two Habitat affiliates in Winnebago County; Habitat for Humanity of Oshkosh (Southern two thirds of Winnebago County); and the Greater Fox Cities Area Habitat for Humanity (covering Menasha-Neenah and northern third of Winnebago County). They have completed 40 homes from 1989 through 2020.

Rock the Block is "neighbor helping neighbor" by bringing together Neighborhood Association and community volunteers to improve homes in a short time frame and specializing in labor intensive projects that require muscle work or multiple use of equipment Habitat owns.

Habitat ReStore is a store that is open to the public and sells donated furniture, building supplies and appliances for substantially discounted prices.

Habitat for Humanity was the permanent home builder for the "Homeless to Housing" continuum under the grant. Habitat for Humanity plans two to three years in advance.

They have been awarded \$2,425,680 for work between March 3, 2021 and December 31, 2024 including:

- Building of two scheduled Habitat homes for 2021-2022: 1602 Bowen Street and 421 Monroe Street.
- Partial funding for the purchase of six lots at the former Mercy Medical Site in Oshkosh. The "Grove Street Development".
- The building of six Habitat homes on Grove Street.
- The purchase and land development of twenty lots in Omro, Wisconsin for the "Springview Acres" land development.

Some of the future goals beyond this grant include: use our Omro development as a future model for other developments; expand the Rock the Block program to communities throughout the area; open smaller ReStores in more communities; and work with others to build and maintain simple, decent, and affordable homes.

Mr. Simon then took questions from the board. A copy of this presentation is available in the County Clerk's Office.

Oshkosh Kids Foundation – Julie Dumke, Co-Founder, Executive Director

Julie Dumke, Co-Founder and Executive Director at Oshkosh Kids Foundation presented information regarding Tiny House Village located in Oshkosh on West Packer Avenue. Their mission is to provide crisis intervention to children and their families, assist with transitional and affordable housing, provide strategic aid, and connect to partner resources for education, employment, transportation and basic needs. Their goal is to build the Tiny House Village to help the homeless families of Oshkosh with volunteer funds so that it will not burden the City of Oshkosh with its maintenance or sustainability. The poverty rate for the Oshkosh Area Schools is 43%.

The first phase of Tiny Homes is complete, there are three families that have moved in. Families can stay up to 18 months. This is a transitional phase for the family to get back on their feet. Part of the lease is to work on daily routine practices, have a full-time job and have a vehicle.

The Tiny House Village provides short term, affordable housing for families paired with life, home management and

financial skills. It provides safe, stable housing for families currently experiencing homelessness; combines housing with required services and education; incorporates life, financial employability and home management skills in a community environment; and provides a safe place for those waiting for affordable housing to become available.

Ms. Dumke then took questions from the board. A copy of this presentation is available in the County Clerk's Office.

Covey – Pam Schutz, Chief Executive Officer

Pam Schutz, CEO for Covey presented information to the Board regarding this program. This program has been around for 70 years and was founded in 1954. It is an innovator of services and programs, unique respite services and is shaping the future. It was rebranded in 2017 and became Covey. At Covey, the participants, staff and caregivers believe in creating possibilities, and believe in doing it together. Covey has a vision that the world embraces individuals with disabilities for who they are. Their mission is to create opportunities that foster personal growth. They do this through Community Based Programs: Covey Connect, Community Based Adult Day Services, iCanBike, Meaningful Meals, Respite Care, and soon – Adult Family Homes. Work has been done at 250 W. 9th Avenue in Oshkosh. They have a future site at Woodhaven Lane #2 and #3 of a fully accessible home built by Fox Valley Technical College Construction Program. Their next steps are to break ground for a house in Neenah; determine a location; select a builder; and begin construction of a third house.

Ms. Schutz then took questions from the board. A copy of this presentation is available in the County Clerk's Office.

Motion by Supervisor Farrey, seconded by Supervisor Ellenberger, to adjourn until the Board's next meeting on Tuesday, March 21, 2023 at 6:00 p.m.

The meeting was adjourned at 9:31 p.m.

Submitted by:
Cassie J. Smith-Gregor
Winnebago County Deputy Clerk

State of Wisconsin)
County of Winnebago) ss

I, Cassie J. Smith-Gregor, do hereby certify that the foregoing is a true and correct copy of the Journal of the Winnebago County Board of Supervisors for their Special Orders Session meeting held March 7, 2023.

Cassie J. Smith-Gregor
Winnebago County Deputy Clerk