

LINCOLN COUNTY BOARD OF SUPERVISORS

Tuesday, December 16, 2025 - 6:00 PM

MEETING MINUTES

1. **Call to Order:** Chair Boyd called the meeting to order at **6:00pm**.

2. **Pledge of Allegiance**

3. **Roll Call**

Clerk Marlowe called the roll with the following members in attendance: Bialecki, Anderson-Malm, McCrank, Zelinski, Ashbeck, Dunphy, Vorpapel, Boyd, Detert, DePasse, Lyskawa, Bishop, Miller, Lemke, Meunier, Wickham, Dorava, Simon, and Hartwig **(19)**. Excused: Thiel and Cummings **(2)**. Absent: Woellner **(1)**.

4. **Announcements**

Chair Boyd recognized and commended Emergency Management Director, Tyler Verhasselt, for an article he had written for the Wisconsin Counties Association. The article is titled, "From Data to Decisions, How AI is Transforming Emergency Management", and was published in the December 2025 issue of the Wisconsin Counties Magazine.

5. **Appointments**

- a. Appointment of Tim Fisher to the Civil Service Commission to fill the vacated seat of Michael Everson (Retiring). Term: 1/1/2026-12/31/2030.
M/S DePasse/Bialecki to approve the appointment. The **motion to approve was carried** by a voice vote.
- b. Re-appointment of Steve Silverman to the Civil Service Grievance Commission. Term: 1/1/2026-12/31/2030.
M/S Ashbeck/Vorpapel to approve the appointment. The **motion to approve was carried** by a voice vote.
- c. Appointment of Elizabeth McCrank as the Local Emergency Planning Committee (LEPC) Chair. Term: Indefinite.
M/S Dunphy/Dorava to approve the appointment. With McCrank abstaining, the **motion to approve was carried** by a voice vote.
- d. Appointment of James Kelly as the Local Emergency Planning Committee (LEPC) Vice-chair - Term: Indefinite.
M/S Hartwig/Zelinski to approve the appointment. The **motion to approve was carried** by a voice vote.
- e. Appointment of Jill Indrebo to the Wisconsin Valley Library Service Board (WVLS) as the Lincoln County Representative. Term: 1/1/2026–12/31/2028.
M/S McCrank/Miller to approve the appointment. The **motion to approve was carried** by a voice vote.
- f. Re-appointment of Timothy Panfil to the Veterans Service Commission. Term: 12/1/2025-11/31/2028.
M/S Bialecki/DePasse to approve the appointment. The **motion to approve was carried** by a voice vote.
- g. Appointment of Joe Dorava to the Ad Hoc Facilities Committee. Term ending April 20, 2026
M/S Ashbeck/Dunphy to approve the appointment. The **motion to approve was carried** by a voice vote.

6. **Awards - None**

7. **Recognitions** – Chair Boyd recognized the following county employees and thanked them for the loyalty and years of service to the citizens of Lincoln County.

- a. Retirement (10yrs): December 5, 2025 - Julie Strassman - Sheriff's Office
- b. Retirement (23yrs): January 3, 2026 — Christine Turner-Meilahn — Sheriff's Office

- c. Retirement (30yrs): January 3, 2026 — Dean Bowe — Forestry Department
- d. 10 Years of Service — Michael Huth, Land Services Department
- e. 10 Years of Service — Michael Remington, Sheriff Office

8. Approval of the Minutes

- a. November 12, 2025 Meeting Minutes
M/S Lemke/Meunier to approve the November 12, 2025 Meeting Minutes as written. The **motion to approve was carried** by a voice vote.

9. Letters and Memorials - None

10. Reports of Standing & Special Committees

- a. Finance & Insurance Committee: Year-to-Date through November County Budget Report - Heather Marheine, Finance Director.
 Director Marheine summarized her report highlighting key areas

11. Public Comment: There were no comments offered.

12. Resolutions

- a. **Res 2025-11-72** Supporting Highway Facilities Architectural and Engineering Design Services and Construction Management Services
M/S McCrank/Bialecki to approve Resolution 2025-11-72. After discussing the resolution in detail, Wickham motioned to postpone. **M/S Wickham/Hartwig** to postpone to a date certain January 20, 2026 County Board Meeting and to convene a Committee of the Whole Meeting to occur January 12, 2026. Wickham's **motion to postpone was carried** by a voice vote. A Committee of the Whole Meeting will occur on January 12, 2026 at 9:00am to further discuss the details of the Ad Hoc Facilities Committee Comprehensive Plan, assure transparency, receive input from the engineers, and to determine, as a whole, how to best direct any contracted services.
- b. **Res 2025-12-74** Resolution Accepting Donation from Community Health Improvement Plan Collaborative Partner - Aspirus Health
WHEREAS, the Lincoln County Health Department (LCHD) and Aspirus Health are required by state and federal law to complete regular Community Health Assessments and corresponding Community Health Improvement Plans to identify and address key health priorities within Lincoln County; and
WHEREAS, Wisconsin Statutes Chapters 250 and 251, and Wisconsin Administrative Code Chapter DHS 140.04, require local health departments to complete a Community Health Assessment and Plan every five years; and
WHEREAS, the Internal Revenue Code, Section 501(r)(3), requires non-profit hospitals such as Aspirus Health to complete a Community Health Needs Assessment and implementation strategy every three years; and
WHEREAS, Aspirus Health has demonstrated continued community leadership by providing funding and support for health priorities identified in both the Lincoln County Community Health Improvement Plan and the Aspirus Health Community Health Plan, including support for the Healthy Minds of Lincoln County Coalition and the Lincoln County Healthy Lifestyles Coalition; and
WHEREAS, the following donation has been requested by Lincoln County Health Department to offset the costs of purchase supplies for the Seal a Smile Program. This program offers oral exam, sealants, fluoride varnishing, oral health education, and sealant retention checks to Merrill Area Public Schools students enrolled in grades Kindergarten through High School.
NOW, THEREFORE, BE IT RESOLVED, that the Lincoln County Board of Supervisors accept the \$ 2,170.07 from Aspirus Health, Inc. on behalf of the Lincoln County Health Department who is responsible to implement these projects.
M/S DePasse/Zelinski to approve Resolution **2025-12-74**. The motion to approve **carried by a voice vote**.
- c. **Res 2025-12-75** - Re-Elect Matthew Pultz as the Lincoln County Veterans Service Officer

WHEREAS, Wisconsin Statute §45.80(1) sets forth the process for a County to elect or appoint a County Veterans Service Officer; and

WHEREAS, in accordance with Wis. Stat. §45.80(1)(a), the Lincoln County Board of Supervisors unanimously elected Matthew Pultz to serve as the County Veterans Service Officer at its meeting held on May 29, 2024; and

WHEREAS, the term for the Lincoln County Veterans Service Officer will expire on January 5, 2026 unless re-elected by the Board of Supervisors; and

WHEREAS, if re-elected, the term of office for the County Veterans Service Officer shall continue indefinitely unless removed under Wis. Stat. §17.10(2); and

WHEREAS, the Lincoln County Board of Supervisors wishes to re-elect Matthew Pultz to serve as the Lincoln County Veterans Service Office, and that upon such re-election, that Matthew Pultz continue to serve Lincoln County in that capacity indefinitely absent resignation or removal under Wis. Stat. §17.10(2).

NOW, THEREFORE BE IT RESOLVED, the Lincoln County Board of Supervisors by this Resolution re-elects Matthew Pultz to serve as the Lincoln County Veterans Service Officer in accordance with Wis. Stat. §45.80(2);

BE IT FURTHER RESOLVED, that the Lincoln County Board of Supervisors, with this re-election of Matthew Pultz as the County Veterans Service Officer, directs that he continue to serve the County for an indefinite term absent resignation or removal as provided for under Wisconsin Statutes.

M/S Lemke/DePasse to approve Resolution 2025-12-75. The motion to approve carried by a voice vote.

d. Res 2025-12-76 - Approving the Initiation of a County Employee Classification and Compensation Study

WHEREAS, the County Board recognizes that maintaining a well-qualified, well-trained, and competitively compensated workforce is essential to the effective and efficient delivery of public services; and

WHEREAS, a comprehensive and equitable classification and compensation system promotes transparency, internal consistency, external market competitiveness, and long-term organizational sustainability; and

WHEREAS, a comprehensive and equitable classification and compensation structure has not been completed since 2016 and the County Board has since made adjustments to essential employment categories to include nurses, correctional officers, and certified highway CDL employees; and

WHEREAS, the Administration/Human Resources Department is often required to hire above the starting of the current wage scale resulting in potential inconsistencies and misalignment with evolving market conditions; and

WHEREAS, 20% of the current employees have reached the maximum step on their classification step scale; and

WHEREAS, the County Board desires to ensure that employee compensation is fair, competitive, fiscally responsible, and compliant with all applicable laws and regulations; and

WHEREAS, conducting an independent Classification and Compensation Study will provide objective analysis, identify needed updates to job descriptions and pay structures, and produce actionable recommendations to support long-term workforce planning; and

WHEREAS, the Administrative Coordinator has recommended engaging *Total Rewards Consulting* as a qualified third-party consultant to conduct such a study in coordination with the Administrative & Legislative Committee, department heads, and employees; and

WHEREAS, there are a variety of funding strategies that can be considered at the time the study is concluded for consideration for full implementation.

NOW, THEREFORE BE IT RESOLVED, that the Lincoln County Board of Supervisors approves the initiation of a County Employee Classification and Compensation Study; and

BE IT FURTHER RESOLVED, the Administrative Coordinator shall sign the Professional Service Agreement between Lincoln County and Total Rewards Consulting and the Administrative & Legislative Committee will oversee the study; and

BE IT FURTHER RESOLVED, the Administrative & Legislative Committee will bring forward an implementation plan inclusive of a funding plan approved by the Finance Committee for final approval to the County Board.

M/S Dunphy/Simon to approve Resolution 2025-12-76. The motion to approve carried by a voice vote.

e. Res 2025-12-77 - Cancellation of County Checks

WHEREAS, it is in the business interest of Lincoln County that all County Checks be negotiated promptly, and

WHEREAS, the following checks have reached their expiration date,

NOW, THEREFORE BE IT RESOLVED, by the Lincoln County Board of Supervisors that the following checks be canceled and returned to the fund from which the check originated:

<u>DATE</u>	<u>CHECK #</u>	<u>NAME</u>	<u>AMOUNT</u>
01/2024	344808	JAYLON TALBOT	\$ 19.18
02/2024	345544	DAVID STICHMANN	\$ 20.10

03/2024	345920	ALLEN KUEHL	\$	15.51
04/2024	346057	WI DEPT OF NATURAL RESOURCE	\$	28.00
04/2024	346358	RICHARD ANDERSON	\$	16.53
04/2024	346362	PAMELA BUCKWALTER	\$	38.37
04/2024	346369	CONNOR HAYNES	\$	15.51
04/2024	346370	MAGGEN HEINZEN	\$	16.17
04/2024	346371	JOSHUA HELLER	\$	17.55
05/2024	346519	MARK KRUEGER	\$	27.43
05/2024	346611	MAKENZIE KATHAMEGOS	\$	37.44
05/2024	346628	SHANNON TOWNS	\$	15.51
06/2024	347139	KAMRYN BEYER	\$	16.02
08/2024	347653	DEBRA HAGLUND	\$	7.00
08/2024	347765	CORIE BAACKKE	\$	21.00
08/2024	347786	NATHAN ELLIOTT	\$	4.56
08/2024	347827	KENNETH SLOAT	\$	21.00
09/2024	348023	SAMANTHA PATTON	\$	13.26
11/2024	348577	EDWARD ZWECK	\$	14,541.37
TOTAL			\$	14,891.51

M/S DePasse/Hartwig to approve Resolution 2025-12-77. The motion to approve carried by a voice vote.

f. Res 2025-12-78 Designation of Public Depositories

WHEREAS, provisions in Chapter 34 and Chapter 59 of Wisconsin Statutes require that counties designate public depositories;

NOW, THEREFORE BE IT RESOLVED, that the following banking institutions shall be and are hereby designated, until further action, as public depositories for all public monies coming into the hands of the Treasurer of Lincoln County, State of Wisconsin:

Associated Bank, Tomahawk, WI 54487
Nicolet Bank, Merrill WI 54452
BMO Harris Bank, Merrill, WI 54452
IncredibleBank, Merrill, WI 54452
Park City Credit Union, Merrill, WI 54452
Crossbridge Community Bank Merrill WI 54452
State Investment Pool, Madison, WI 53707
Crossbridge Community Bank Tomahawk WI 54487
Huntington Bank, Chicago, IL 60601
American Deposit Management, LLC, Delafield, WI 53018
U.S. Bank, Madison, WI 53703
PMA Financial Network, Inc.

NOW, THEREFORE BE IT ALSO RESOLVED, that the list of bank accounts on the accompanying schedule be approved for use by Lincoln County.

M/S DePasse/Ashbeck to approve Resolution 2025-12-78. The motion to approve carried by a voice vote.

g. Res 2025-12-79 Resolution to Accept Donations of Items to Support Children and Families Served by the Child Welfare Unit

WHEREAS, the Lincoln County Department of Social Services works with children and families who are in need of intervention due to abuse and/or neglect; and

WHEREAS, the following donations have been received to support the needs of children served by the department:

- Clothes, jackets, hats, and mittens in various sizes for children, small toys, and a monetary donation in the amount of \$235.75 gathered through a donation drive coordinated by the American Legion Post 93 in Tomahawk with approximate total value of \$1,000.00.

NOW, THEREFORE BE IT RESOLVED that the Lincoln County Board of Supervisors recognizes and accepts American Legion Post 93 (Tomahawk)'s thoughtful and generous donations in support of children in Lincoln County.

M/S Bialecki/Meunier to approve Resolution 2025-12-79. The motion to approve carried by a voice vote.

h. Res 2025-12-80 Resolution Recognizing North Central Health Care and the Tri-County Social Services Teams for Being Named the 2025 Children's System of Care Champion by the Children Come First Advisory Committee

WHEREAS, a tri-county agreement exists between Lincoln, Langlade, and Marathon Counties with North Central Health Care to provide mental health and substance use services to residents on behalf of the respective counties; and

WHEREAS, Leadership from North Central Health Care and the Social Services Directors of each county together form the Human Services Leadership Team; and

WHEREAS, the Human Services Leadership Team developed and maintains the Desired Future State which consists of our shared vision as approved by the North Central Community Services Program Board (NCCSP); and

WHEREAS, each year The Children Come First Advisory Committee selects and awards a Children's System of Care Champion; and

WHEREAS, North Central Health Care was nominated by a state partner and selected as the statewide champion from 19 nominees across Wisconsin; and

WHEREAS, this award recognizes North Central Health Care's continuum of care for youth, spanning crisis services, community treatment, outpatient programs, and their youth behavioral hospital; and

WHEREAS, the collaboration and shared commitment between all North Central Health Care and Social Services staff are vital to fostering effective communication and collaborative work that build a system of care for children and families across the region; and

WHEREAS, this award is truly reflective of all the hard work and compassion of all staff and partners for being Children's System of Care Champions.

NOW, THEREFORE, BE IT RESOLVED, that the Lincoln County Board of Supervisors recognizes North Central Health Care in addition to Lincoln, Langlade and Marathon County Social Services along with all staff for their commitment to excellence for children.

M/S Simon/McCrank to approve Resolution 2025-12-80. The motion to approve carried by a voice vote.

- i. **Res. 2025-12-81** Resolution of Intention to Join the Statewide Public Safety Interoperable Communication System
- WHEREAS**; Wisconsin Statute § 323.29(5) requires the Wisconsin Department of Military Affairs (DMA) to provide grants to local units of government for public safety interoperable communication system upgrades; and
- WHEREAS**; the State of Wisconsin operates the statewide public safety interoperable communication system known as WISCOM and is currently implementing the upgraded 7/800 MHz WISCOM system to enhance statewide communications reliability, coverage, and multi-jurisdictional interoperability; and
- WHEREAS**; Lincoln County's emergency response network—comprised of the Lincoln County Sheriff's Office, Emergency Management, Information Technology, City of Merrill Police and Fire Departments, Tomahawk Fire Department, Pine River Fire Department, and Corning Fire Department—relies heavily on dependable and interoperable communications to protect life, property, and responder safety; and
- WHEREAS**; the transition to WISCOM 800 represents a critical modernization effort that will strengthen day-to-day operations, improve incident coordination across county lines and ensure compatibility with state and regional partners, including partners within the Northeast Region where WISCOM deployment is prioritized; and
- WHEREAS**; Wisconsin Statute § 323.29(5)(b)(2) requires that, to be eligible for funding under the FY2026 Interoperable Radio Grant Program, a local unit of government must submit a resolution or written commitment indicating its intent to join the replacement statewide public safety interoperable communication system when it becomes available; and
- WHEREAS**; Wisconsin Statute § 323.29(5)(b)(2) also requires a written commitment by the governing body to expend, from its own funds, an amount equal to 20 percent of the total grant awarded; and
- WHEREAS**; Lincoln County recognizes that joining WISCOM and securing grant funding will help ensure that all public safety agencies within the county are equipped with compatible, sustainable, and mission-ready communications tools that enhance operational readiness and support a whole-community approach to public safety.
- NOW, THEREFORE BE IT RESOLVED**; that the Lincoln County Board of Supervisors hereby declares its intent for Lincoln County and its participating public safety agencies to join the replacement statewide public safety interoperable communication system (WISCOM) as daily users; and
- BE IT FURTHER RESOLVED**; that the Lincoln County Board of Supervisors commits to providing local funds equal to 20 percent of any grant award received under the FY2026 Interoperable Radio Grant Program, with such match to be allocated in accordance with state grant requirements; and
- BE IT FINALLY RESOLVED**; that this resolution shall serve as the written commitment required for eligibility under Wisconsin Statutes § 323.29(5)(b)(2) and shall be submitted as part of the county's FY2026 Interoperable Radio Grant application.
- M/S Hartwig/Bialecki to approve Resolution 2025-12-81. The motion to approve carried by a voice vote.**

13. Ordinances

a. **Ord 2025-12-787** Frisch & Lust - Rezone and Comp Plan Change

An Ordinance Amending the General Code of the County of Lincoln – Chapter 17, 17.1.12 and 17.2.03, Zoning Ordinance as a Result of a Comprehensive Plan Amendment and Rezoning Petition by Dean Frisch and Matthew Lust for a Property in the Town of Bradley.

WHEREAS; The County Board of Supervisors of Lincoln County, Wisconsin, does hereby ordain:

Chapter 17.1.12, Lincoln County Code and the Planned Land Use Map of the Lincoln County Comprehensive Plan shall be amended to change the planned land use category for a property located in Section 6, T35N-R6E, in the Town of Bradley, tax pin# 00435060619971, from Rural/Environment (Rural Lands) to Residential (Rural Single Family Residential).,AND

Chapter 17.2.03, Lincoln County Code, is amended such that a property located in Section 6, T35N-R6E, in the Town of Bradley, tax pin# 00435060619971, will be rezoned from Rural Lands (RL2) to Rural Residential-1 (RR1). Any areas designated as Wetlands on the Wisconsin Wetland Inventory Map will not be rezoned to upland.

This ordinance shall take effect following its passage and posting.

M/S DePasse/Wickham to approve Ordinance **2025-12-787**. The motion to approve **carried by a voice vote**.

b. **Ord 2025-12-788** McGill Etal – Rezone

An Ordinance Amending the General Code of the County of Lincoln – Chapter 17, 17.2.03, Zoning Ordinance as a Result of a Rezoning Petition by Randal and Karen McGill Revocable Trust, Sharon Frank, Sandra Huston, and Randy Krueger for Property in the Town of Bradley.

WHEREAS, The County Board of Supervisors of Lincoln County, Wisconsin, does hereby ordain:

Chapter 17.2.03, Lincoln County Code, is amended to rezone tax parcel pin #00434061349990, from Forestry (F) to Rural Lands (RL2). The property is located in Section 13, T34N-R6E, in the Town of Bradley.

Any areas designated as Wetlands on the Wisconsin Wetland Inventory Map will not be rezoned to upland.

This ordinance shall take effect following its passage and posting.

M/S Ashbeck/Zelinski to approve Ordinance **2025-12-788**. The motion to approve **carried by a voice vote**.

c. **Ord 2025-12-789** Amending the General Code of the County of Lincoln Chapter 3-Finance and Taxation

An Ordinance Amending the General Code of the County of Lincoln Chapter 3 – Finance and Taxation

The County Board of Supervisors of the County of Lincoln, Wisconsin, does ordain as follows:

That Chapter 3, Section 3.41, Property Assessed Clean Energy Financing Program, be repealed and Section 3.41 be reserved for future use.

This ordinance shall take effect following its passage and posting.

M/S DePasse/Wickham to approve Ordinance **2025-12-789**. The motion to approve **carried by a roll call vote** as follows: **Ayes:** Anderson-Malm, Zelinski, Ashbeck, Boyd, Detert, DePasse, Lyskawa, Lemke, Meunier, Miller, Wickham, Simon, and Hartwig **(13)** **Nays:** Bialecki, McCrank, Dunphy, Vorpapel, Bishop, and Dorava **(6)**.

d. **Ord 2025-12-790-Chapter 1** Amending the General Code of the County of Lincoln Chapter 1 (1.02) Appointed Officials
Chapter 1 – General Government

An Ordinance Amending the General Code of the County of Lincoln Chapter 1 – General Government

The County Board of Supervisors of Lincoln County, Wisconsin, does hereby ordain that Chapter 1, Section 1.02, be amended as indicated below.

Chapter 1.02 Proposed – General Government Amendment

- Plain text is existing text in our ordinance and no changes proposed.
- ~~Lined out text~~ is existing ordinance text that will be eliminated.
- **Underlined, emphasized text** is proposed revisions and updated language.

1.02 - APPOINTED OFFICIALS.

The following officials of the County shall be appointed in the manner and for the term indicated below:

Official	Appointed By	Term
Administrative Coordinator	County Board	Indefinite
Chief Deputy	County Board <u>Sheriff</u>	Indefinite
Corporation Counsel	County Board	Indefinite

<u>Emergency Management Director</u>	<u>County Board</u>	<u>Indefinite</u>
Finance Director	County Board	Indefinite
Forestry, Parks and Land Administrator	County Board	Indefinite
Health Department Director/Officer	County Board	Indefinite
Highway Commissioner	County Board <i>via election pursuant to Wis. Stats. §83.01(1)</i>	Indefinite
<u>Information Technology Director</u>	<u>County Board</u>	<u>Indefinite</u>
Land Services Administrator	County Board	Indefinite
Maintenance Supervisor <u>Building and Grounds Superintendent</u>	County Board	Indefinite
Pine Crest Administrator	Pine Crest Board, subject to confirmation by County Board	Indefinite
Register in Probate	Judge, subject to approval of Chief Judge	Indefinite
Social Services Director	County Board	Indefinite
Solid Waste Manager	County Board	Indefinite
Veteran's Service Officer	County Board <i>via election pursuant to Wis. Stats. §45.80(1)</i>	Indefinite <i>§45.80(2)</i>

This ordinance shall take effect following its passage and posting.

M/S DePasse/Lemke to approve Ordinance 2025-12-790. The motion to approve **carried by a voice vote.**

14. Report of Claims - None

15. Approval for Mileage and Per Diem for Board Meeting

M/S Bialecki/Dorava to approve mileage and per diem for today's meeting. The motion to approve **carried by a voice vote.**

16. Next County Board Meeting Date:

a. Committee of the Whole Meeting: 9:00am on Monday, January 12, 2026. Location: Government Services Building Assembly Conference Room

b. Regular Monthly Meeting: 6:00pm on Tuesday, January 20, 2026. Location: Government Services Building Assembly Conference Room

17. Adjourn – Chair Boyd adjourned the meeting at 7:33pm.

STATE OF WISCONSIN)

) SS

COUNTY OF LINCOLN)

I, Christopher J Marlowe, County Clerk in and for said Lincoln County, Wisconsin do hereby certify the within and foregoing is a true and accurate recital of all proceedings by and before the Board of Supervisors at their regular November meeting held on Tuesday **December 16, 2025.**

Christopher J Marlowe, County Clerk