

**MINUTES
RICHLAND COUNTY HEALTH AND HUMAN SERVICES
PUBLIC HEARING**

JULY 12, 2012

The Public Hearing meeting of the Richland County Health and Human Services Board was called to order at 9:00 a.m. July 12, 2012 by Bob Holets in the Main Conference Room of the Community Services Building, 221 West Seminary Street, Richland Center, Wisconsin.

Members Present: Dr. Louis Williams, Fred Clary, Larry Jewell, Marilyn Rinehart, Paul Kinney, Ray Schmitz, Bob Bellman, Bob Holets, and Virginia Wiedenfeld.

Citizens Present: Diane Cox.

Others Present: Amanda Coorough, Angie Rizner, Linda Symons, Marianne Stanek, Patrick Metz, Randy Jacquet, and Tracy Thorsen.

Approval of Agenda and Posting: Motion by Paul Kinney, seconded by Dr. Louis Williams to approve the agenda and proper posting. Motion carried.

Introductions and Review Purpose of the Public Hearing: Diane Cox introduced herself to the Board as the Adult Protective Services Social Worker and Professional Union President. Bob Holets noted that the purpose of the Public Hearing is to solicit comments by the public regarding the services and programs of Richland County Health & Human Services to assist in the development of the 2013 budget and plan.

Citizen Comments about the 2013 Budget and Services: Diane Cox requested that next year the Board consider scheduling the Public Hearing after 5pm. It was noted that previous Public Hearings have been held in the evening and have had little or no attendance. Bob Holets stated that consideration for returning the Public Hearing to evening hours would be offered in the future.

Diane Cox stated that this is the first complete year without a union contract, and in the past, negotiations of the union contract included salary increases. With the implementation of Act 10, unions lost the ability to negotiate for items other than wages. Diane Cox noted that the Professional Union is interested in starting wage negotiations with the county; however, is unsure of the process. Fred Clary stated that Richland County's legal counsel has explained to the County Board that there are no unions unless they were voted on earlier in the year to recertify, with the exception of the protected service Deputy Sheriff's. All other eliminated unions are subject to the Richland County Handbook of Personnel Policies and Work Rules. Diane Cox stated that the Supreme Court allows for local unions. Bob Holets stated that the county needs further clarification from Attorney Jon Anderson. Diane Cox reported that Professional Union members are voluntarily contributing dues and continue to exist. Of the 18 members eligible for the Professional Union, 15 still actively participate. Diane Cox noted that recertification was costly, and as a result, was not pursued by the Professional Union.

Bob Bellman questioned what other unions there were within Health and Human Services. Randy Jacquet noted that there was also a Courthouse Union which included staff from both Health and Human Services and the Courthouse. It was noted that the Courthouse Union also did not recertify. Further discussion was held regarding the continued existence of unions in the county and the policy content within the Richland County Handbook of Personnel Policies and Work Rules, including a grievance process for discipline/termination and a formal complaint process. It was noted that a copy of the Richland County Handbook of Personnel Policies and Work Rules should be issued to those Health and Human Services Board members that are not also members of the County Board.

Fred Clary reported on discussions held at a recent Finance and Personnel Committee meeting and offered a historic county budgeting perspective. Fred Clary noted that in the summer of 2009, Governor Doyle's budget deficit of \$1.4 million created serious financial issues for Richland County. The county requested assistance from the unions due to the impending financial implications; however, the unions did not agree to assist. In 2010, the County Board implemented "Plan B" which included staff furloughs and layoffs, non-union staff contributed 5% to health insurance, and union staff offered no contributions to the financial situation. Fred Clary stated that "Plan B" did not save the 2011 budget and the county deficit was approximately \$300,000. With the elimination of most local unions, union members began contributing 10% to their health insurance and 5.8% to their retirement funds in 2012. Unfortunately, the county still had to borrow \$250,000 from the General Fund for 2012 to balance the budget. Fred Clary reported that the Finance and Personnel Committee are predicting a \$500,000 deficit for 2013 before considering potential wage increases; therefore, further departmental cuts are being considered. Fred Clary noted that there are also equalized valuation reductions in 2013 which decreases the amount the county can levy.

Adjourn: Motion by Bob Bellman, seconded by Paul Kinney to adjourn the meeting at 9:30am.
Motion carried.

Respectfully Submitted,

Angie Rizner
Office Supervisor