

FINANCE AND PERSONNEL COMMITTEE

June 14, 2016

The Finance and Personnel Committee met on Tuesday, June 14, 2016, at 9:00 p.m., in the County Board Room, located on the Third Floor of the Courthouse, 181 West Seminary Street, Richland Center, Wisconsin regarding two agenda items on the County Board agenda.

Finance and Personnel Committee members present included: Jeanetta Kirkpatrick, Fred Clary, Bob Bellman, Linda Gentes, Buford Marshall and Don Seep. Larry Sebranek was absent.

Others present included: Victor Vlasak, County Clerk; and elected officials, department heads and employees.

Committee Chairman Kirkpatrick called the meeting to order.

The Clerk verified that the meeting had been properly noticed. Copies of the agenda were sent by email to all Committee members, department heads and WRCO; a copy was posted on the Courthouse Bulletin Board and County website; and a copy was faxed to The Richland Observer.

Motion by Gentes, second by Marshall that the agenda be approved. Motion carried.

The Committee discussed a request from the Highway Commissioner to create one temporary position of Equipment Operator/Patrolman at the County Highway Department. The request is because the person holding one of the positions of Equipment Operator/Patrolman at the County Highway Department is off work due to a work-related injury and will not return to work for at least another three months. This position needs to be filled on a temporary basis until the injured individual returns to work. This position would be at Classification III in the Highway Department's Job Classification and Salary Plan (probation rate: \$19.59 per hour; after-probation rate \$20.62 per hour). The temporary position would expire at the end of 2016. Motion by Marshall, second by Gentes to present a resolution for approval to create the temporary position. Motion carried.

Jason Olson, Strategic HR Solutions LLC, addressed the Committee regarding conducting a wage study and benefit review for the County. Mr. Olson is currently the Director of Human Resources for the Verona Area School District. His consulting business was formed over ten years ago. A listing of current consulting engagements was distributed to Committee members. A review of the current policies would be conducted. A planning meeting would be conducted to understand the policies and lay out a detailed project plan. Mr. Olson explained the process that he would follow to complete the study. Mr. Olson's past consulting services have been mainly with school districts. The cost of the proposal would be \$22,000.00.

The agenda item "employee health insurance options" was not discussed.

Chairman Kirkpatrick reported that a request has been received for the County to support a resolution to go to the State to object to the way the counties are required to provide funding for the libraries. Act 150 created a formula which determines library funding based upon usage. The funding is outside of levy limits. Motion by Seep, second by Marshall to postpone action on the request. Motion carried.

Charles Carlson, Carlson Dettman Consulting LLC, addressed the Board and presented a proposal to conduct a wage study and benefit review for the County. Mr. Carlson reviewed his experience with conducting studies and presented a listing of recent public sector projects. A proposed Agreement to provide the services was presented. Mr. Carlson reviewed the steps that will be taken in conducting the study. The cost of the proposal is \$50,000.00 to evaluate up to 125 jobs.

Lisa Corbell, Wipfli LLP, presented a proposal to conduct a comprehensive wage and benefits study for all positions with the goal of reducing the pay scales to one pay scale. Ms. Corbell reviewed the scope of the project and explained the approach that will be taken. A Project Team would be developed to work with Wipfli. The cost of the study for 100 to 120 positions would be \$40,500.00. The cost of the study for 50 to 60 positions would be \$26,000. The lower cost study would be conducted after the consolidation of job descriptions/titles.

Chairman Kirkpatrick reported on her attendance at the Wisconsin Counties Association District Meeting. The WCA would like to address the Committee to explain the products and programs that they have available. The WCA could also provide training sessions on topics requested by the County.

The Committee members discussed the three presentations on the wage study and benefit review. Committee members expressed concern about the first presenter's experience in dealing with counties. The third presenter placed the burden of the completion of the wage study on the County. Carlson Dettman's knowledge and experience with counties was noted. Motion by Seep, second by Bellman to present a resolution for approval to enter into an agreement with Carlson Dettman Consulting, LLC to conduct the study and review. Motion carried.

Motion by Clary, second by Marshall to adjourn. Motion carried. The meeting adjourned at 12:35 p.m.

Victor V. Vlasak
Richland County Clerk