

FINANCE AND PERSONNEL COMMITTEE

April 22, 2019

The Finance and Personnel Committee met on Tuesday, April 22, 2019, at 9:00 a.m., in the County Board room, located on the Third Floor of the Courthouse, 181 West Seminary Street, Richland Center, Wisconsin.

Committee members present included: Jeanetta Kirkpatrick, Marty Brewer, Linda Gentes, Buford Marshall, Larry Sebranek and Shaun Murphy-Lopez. Don Seep was absent.

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

Committee Chair 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, WRCO and County department heads, a copy was posted on the Courthouse Bulletin Board and a copy was faxed to The Richland Observer.

Motion by Marshall, second by Sebranek to approve the Proof of Notification. Motion carried

Motion by Gentes, second by Sebranek to approve the agenda, as amended. Motion carried.

Motion by Sebranek, second by Marshall to approve the printed copies of the April 9th meeting. Motion carried.

Jacob Syndergaard, Employee Benefits Consultant, Cottingham & Butler, presented an analysis of the current Delta Dental Plan and projected cost savings if the County would self-fund the plan. Delta Dental would administer the plan at a cost of \$4.96 per employee per month. The County would be billed monthly for the actual dental costs for services provided to employees, as well as the administration fees. Cottingham & Butler would serve as the Agent of Record and receive a retainer of approximately \$5,000.00 annually. The Committee will review the proposal at their June 4th meeting.

The Committee discussed the Pine Valley request that two social workers at Pine Valley exchange positions without posting or advertising their position. Their rates of pay would be determined by the Pine Valley Addendum which applies to employees at Pine Valley who post to new classifications. Motion by Murphy-Lopez, second by Marshall to grant the request. Motion carried.

The Committee discussed the financial impact of moving all employees to Step 8 of the pay plan. Motion by Murphy-Lopez, second by Marshall to follow the language in Resolution No. 18-10 which states that step progressions will automatically occur every other year, with the next progression on the steps to occur at the start of the first pay period in January, 2020.

Motion carried.

Brewer joined the meeting at this point.

The Committee discussed funding for Richland County to have the centerfold in 2020 in the Hidden Valleys magazine. Motion by Marshall, second by Brewer to present a resolution for approval to transfer \$3,500 from the Contingency Fund for the centerfold. Motion carried.

The Committee discussed the Tri-County Airport Agreement. Chair Kirkpatrick reviewed the discussions that have taken place regarding a re-write of the agreement and the funding provided by the three counties. Sauk County did not agree to change the funding for the county costs of airport operations based upon a per capita basis or based upon assessed value. A new agreement is being developed and will be reviewed at later date. Motion by Sebranek, second by Marshall to continue with the current allocation of the county's share of the Airport operations costs. Motion carried.

The Committee discussed funding for economic development services through the Southwest Wisconsin Regional Planning Commission. Currently, the county funding is provided to the Prosperity Alliance. The Alliance contracts with Regional Planning for Kate Koziol's services in Richland County for two days a week. A funding shortfall by the Alliance has resulted in Regional Planning ending the services provided by Ms. Koziol on the behalf of Richland County. The County budget included \$30,000 for economic development. Motion by Brewer, second by Murphy-Lopez to continue with funding the economic development services through the Prosperity Alliance until the end of the year and that the City and County work together to create an economic development position. Motion carried.

The Committee discussed the loan that Ricky DeYoung has from the County Revolving Loan Fund. Discussed was the option of continuing the loan and remitting the principal and interest payments directly to the State on a monthly basis or of the county assuming the loan, receiving the payments and remitting the entire outstanding principal balance to the State when the balance in the Revolving Loan Fund is returned to the State. No Committee action was taken.

The Committee discussed a funding request from the MIS Department to purchase 50 new computers and for licensing for the county's computers. The request is for \$168,120 in funding to cover the expenditure.

The Committee discussed funds available in the Health Insurance Deductible Fund. The Fund was originally established to cover a portion of the employee health insurance deductible. The auditors directed that the deductible costs be charged directly to the departmental budgets.

Motion by Sebranek, second by Marshall to present a resolution for approval to purchase computer licensing for county computers, with funding in the amount of \$131,870 coming from the Contingency Fund. Motion carried.

The Committee discussed performance reviews. A new performance evaluation form has

been composed for use in Health and Human Services because the County's adopted evaluation form was not liked. Chair Kirkpatrick noted the need for consistency in evaluations.

Motion by Brewer, second by Sebranek to cover the costs of employees wishing to take advantage of grant writing seminars. Motion carried.

Motion by Sebranek, second by Marshall to present a resolution to transfer \$100,000 from the Health Insurance Deductible Fund to the Contingency Fund. Motion carried.

Motion by Marshall, second by Sebranek to adjourn. Motion carried. The meeting adjourned at 12:01 p.m.

Victor V. Vlasak
Richland County Clerk