

Richland County

Finance & Personnel Standing Committee

November 7, 2023

The Richland County Finance and Personnel Standing Committee convened on Tuesday, November 7, 2023 in person and virtually at 5:15 PM in the County Boardroom of the Richland County Courthouse.

Call To Order: Committee Chair Brewer called the meeting to order at 5:15 p.m.

Roll Call: Clerk Kalish conducted roll call. Committee members present: County Board Supervisors Steve Carrow, Marty Brewer, Melissa Luck, Gary Manning, Timothy Gottschall (arrived at 5:21 PM), David Turk (arrived at 5:17 PM), Steve Williamson, and Marc Couey. Committee members absent: County Board Supervisor Julie Fleming.

Proof Of Notification: Clerk Kalish confirmed the meeting had been properly noticed.

Approval Of Agenda: Motion by Williamson second by Manning to approve agenda. Motion carried and agenda declared approved.

Approval Of October 3rd Minutes: Hearing no additions or corrections, Committee Chair Brewer declared the October 3, 2023 minutes approved as presented.

Public Comment: None present for Public Comment.

Discussion & Possible Action – Approval To Purchase Mobile AVL & Mapping Module For Spillman Flex: Motion by Luck second by Turk to approve the purchase of the Spillman automatic vehicle locator (AVL) module. Motion carried and item forwarded to County Board for final approval.

Discussion & Possible Action – Approval Of Funds Transfer For The Health & Human Services Department: Motion by Couey second by Luck to approve the transfer of funds in the amount of \$199.90 from Fund 40 to Fund 56 for the purchase of a Zoom business account license. Motion carried and item forwarded to County Board for final approval.

Discussion & Possible Action – Symon’s Deficiency Appropriation & Economic Development Payment: Clerk Kalish and Administrator Pesch explained the circumstances and reviewed the associated documents regarding the Symon’s deficiencies and the payment for economic development made to Richland County. A proposal received from City of Richland Center Administrator Ashley Oliphant comparing the County’s payment request (Option #1) and the City’s payment request (Option #2) was reviewed by the committee. Discussion continued regarding the payment options presented. Motion by Manning second by Luck to proceed with Option #1. Motion to proceed with Option #1 carried. Administrator Pesch will inform City of committee’s option selection and facilitate payment process.

Discussion & Possible Action – Wage & Compensation Plan: Administrator Pesch reviewed the proposals received for the wage and compensation study. Administrator Pesch noted positive past experience in working with DDA Human Resources, Inc. and stated the firm was her preferred vendor. Discussion regarding the process and components of the study continued. Motion by Manning to move forward with wage and compensation plan died as no second was received. Discussion continued. Motion by Couey second by Williamson to accept proposal received from DDA Human Resources, Inc. for a wage and compensation study. Motion carried with Luck opposed and item forwarded to County Board for final approval.

Supervisor Gottschall leaves meeting at 6:10 PM.

Discussion & Possible Action – Employee Uniform Allowance: Administrator Pesch expressed concerns

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regarding the employee uniform allowance for administrative, non-uniformed staff in the Sheriff's Department. Administrator Pesch noted that items reimbursed as part of a uniform allowance for non-uniformed staff may need to be treated as taxable income per IRS guidelines. Pesch also noted that a review of the current Sheriff's Department Addendum to the Richland County Handbook of Personnel Policies and Work Rules should be reviewed for clarity regarding the employee uniform allowance and how it is administered. Committee Chair Brewer directed item back to the Public Safety Standing Committee for further review.

Discussion & Possible Action – Employee Compensation For Duties Performed Outside Of Job Description:

Administrator Pesch reviewed circumstances involving employees performing duties outside of their job description and noted that, depending on the situation, policy changes may be necessary to address compensation concerns. Supervisor Luck stated that there are times when compensation for duties performed outside of an employee's job description may be warranted. Supervisor Manning stated that the wage and compensation study may resolve some of these concerns. Committee Chair Brewer stated he would like the County Administrator to handle these situations. Administrator Pesch stated she is hesitant to change the practice of providing additional compensation for duties performed outside of one's job description at this point in time. Supervisor Couey stressed the importance of being fair and consistent in practice and stated that extra pay should be given to an employee if formally placed within a position outside of the current job description. No formal action was taken at meeting.

Closed Session: The Chair May Entertain A Motion To Enter Closed Session Pursuant To Wis. Stat, Sec 19.85(1)(F) Considering Financial, Medical, Social Or Personal Histories Or Disciplinary Data Of Specific Persons, Preliminary Consideration Of Specific Personnel Problems Or The Investigation Of Charges Against Specific Persons Except Where Par. (B) Applies Which, If Discussed In Public, Would Be Likely To Have A Substantial Adverse Effect Upon The Reputation Of Any Person Referred To In Such Histories Or Data, Or Involved In Such Problems Or Investigations - Update On Dismissal Of County Employee: Motion by Manning second by Couey to convene in to Closed Session. Motion unanimously carried at 6:33 PM.

CLOSED SESSION

Open Session reconvened at 6:55 PM.

Possible Action On Items Discussed In Closed Session: No items presented for action.

Future Agenda Items: None

Adjournment: Motion by Manning second by Couey to adjourn. Motion carried and meeting adjourned at 6:59 PM.



Derek S. Kalish
Richland County Clerk