



Minutes - September 20, 2022

Call to Order: Chair Bostwick called the hybrid meeting of the County Board Staff Committee to order at 4:30 P.M. on Tuesday, September 20, 2022, in Conference Room N1.

Committee Members Present: Supervisors Bostwick, Brien, Beaver, Peer, Podzilni, Towns, Wilson, Leavy, and Sweeney.

Committee Members Absent: None.

Staff Members Present: Josh Smith, County Administrator; Commander Mauer; Terry Carlson, Risk Manager; Rich Greenlee, Corporation Counsel; Bridget Laurent, Deputy Corporation Counsel; Dave Slusser, Human Resources Director; Amy Sather, Accounting Specialist.

Others Present: Supervisor Zoril.

Approve Agenda: Supervisor Brien moved approval of the agenda as presented, second by Supervisor Podzilni. ADOPTED.

Citizen Participation, Communications and Announcements: No public comment submitted.

Supervisor Towns spoke about the Janesville Civics Academy. This is a class hosted by Richard Gruber. The class takes place on Tuesday nights from 6:00pm to 8:00pm at the Italian House in Janesville and is also available on the J-A-T-V Media Youtube page.

Approval of Minutes:

September 6, 2022 Minutes: Supervisor Peer moved approval of the September 6, 2022 minutes, second by Supervisor Sweeney. ADOPTED.

Approval of Transfers: None.

***Review and Approval of Resolutions:**

***Recognizing Kathy Sukus:** "NOW, THEREFORE BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2022, does hereby recognize Kathy Sukus for her over 28 years of faithful service and recommends that a sincere expression of appreciation be given to Kathy along with best wishes for the future."

Supervisor Beaver moved approval of the above resolution, second by Supervisor Wilson.

ADOPTED.

Review, Discussion and Possible Action:

Future Workforce Challenges and Implementation of the Classification and Compensation

Study: Josh Smith presented a PowerPoint regarding the future workforce (attached). He went over the process following the classification and compensation study. Josh let the committee know that the results of the classification and compensation study will be available soon, but will not be available in time to include it in the 2023 budget.

EXECUTIVE SESSION: Pursuant to Wis. Stat. § 19.85(1)(e) to deliberate the setting of bargaining parameters for 2023 negotiated collective bargaining agreements. :

Supervisor Sweeney moved to enter into executive session at 5:10 P.M., second by Supervisor Wilson.

ADOPTED.

Adjournment: Supervisor Wilson moved to exit executive session and adjourn at 6:00 P.M., second by Supervisor Leavy. ADOPTED.

Respectfully submitted,

Haley Thompson
Office Coordinator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.



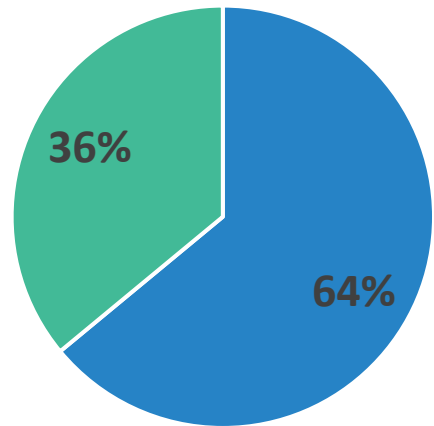
The Future Workforce

SEPTEMBER 17, 2022

County Government Demographics

GENDER

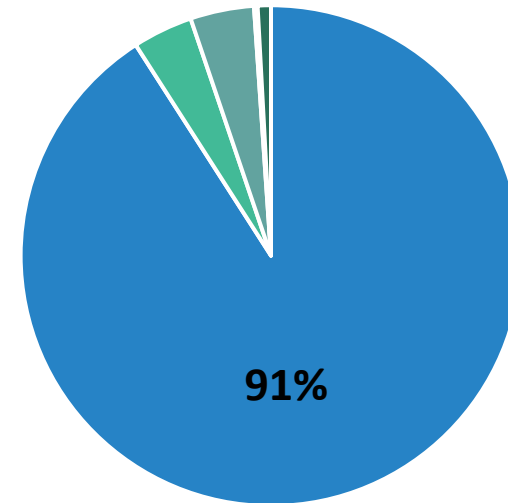
Rock County Employees, by Gender



■ Female ■ Male

RACE/ETHNICITY

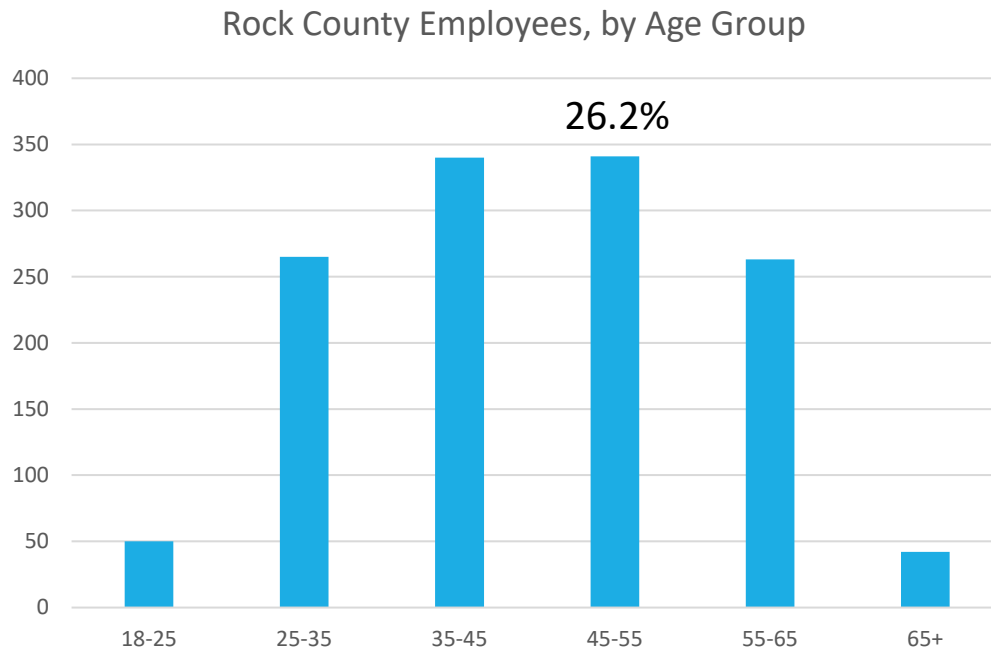
Rock County Employees, by Race/Ethnicity



■ White ■ Black ■ Hispanic/Latinx ■ Native American ■ Asian/Pacific Islander

County Government Demographics

AGE



Average age: 44.9 years

LONGEVITY

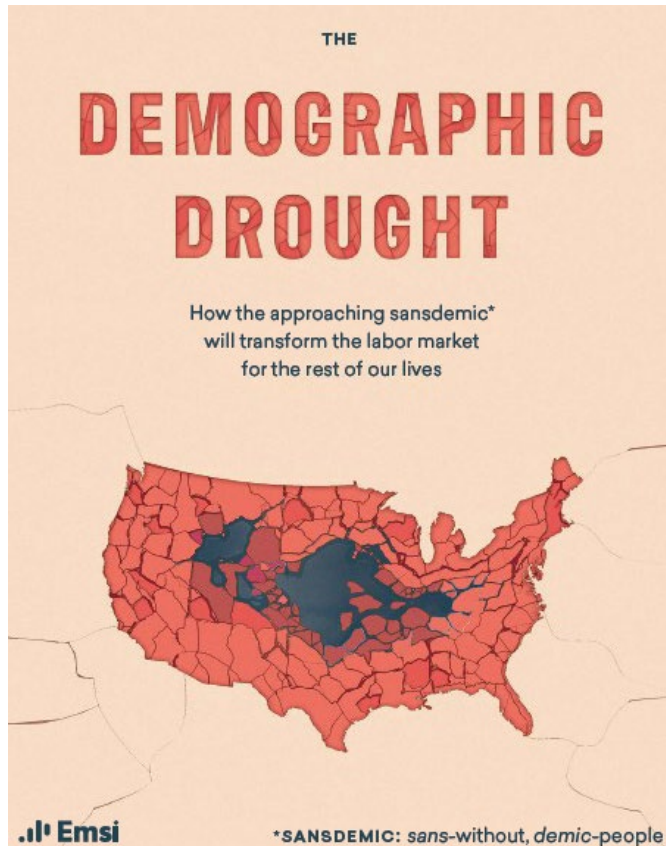
Average years of service: 10.2 years

Staff eligible to retire within 10 years: 24%

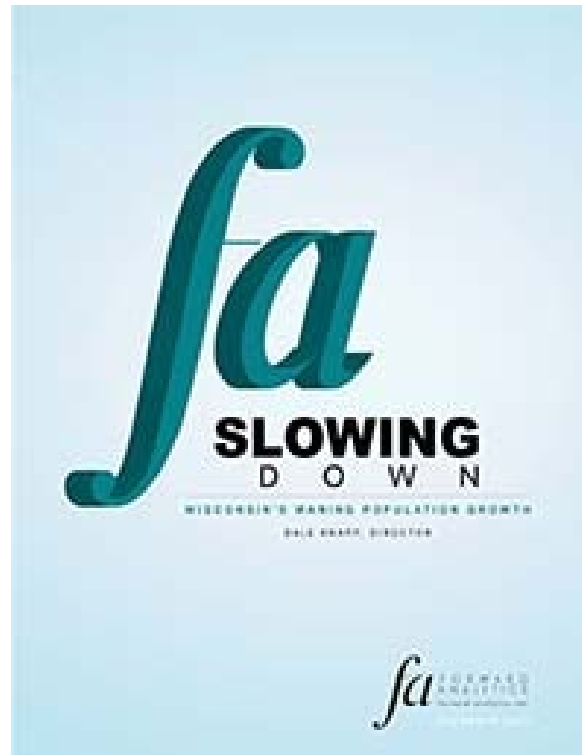
Wage and benefit cost of \$124 million
comprises 59% of the County's budget

National & State Trends

Resources



www.economicmodeling.com

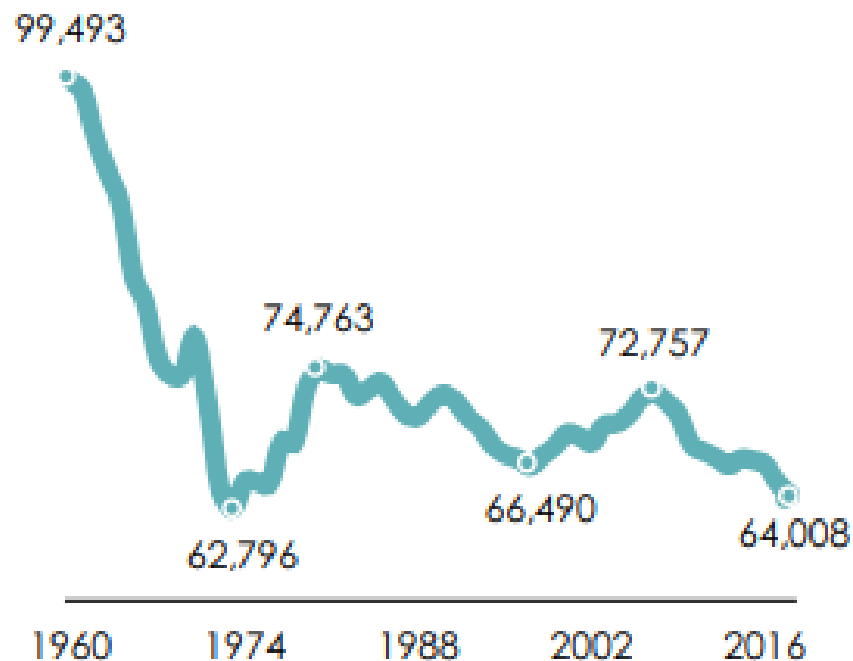


www.forward-analytics.net



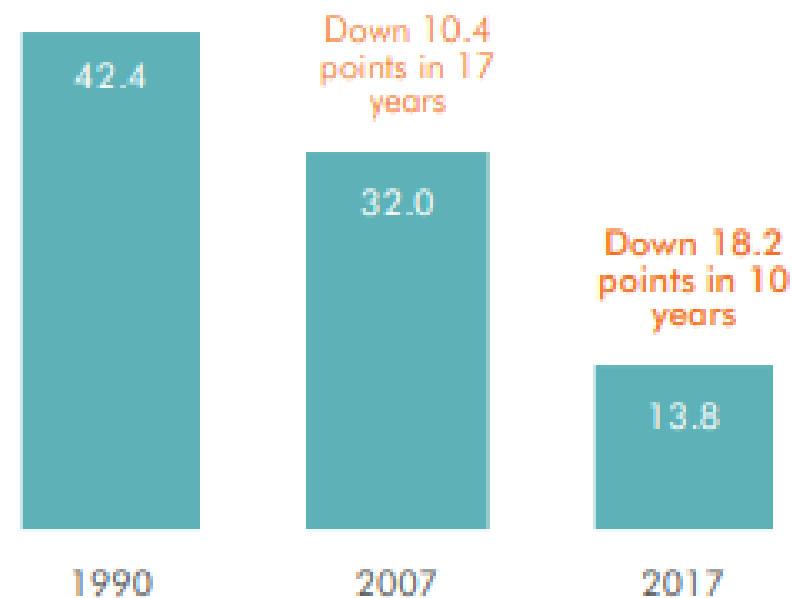
Birth Rate

FIGURE 1: Wisconsin Births Falling
Number of Births by Year*, 1960-2018



*Source: Wisconsin Department of Health Services, WISH

FIGURE 3: Teen Fertility Plummets After 2007
Birth Rate for 15-19 Year Olds, 1990-2017



Net Migration

Rock County (and Iowa, Green, Lafayette, and Jefferson) had negative migration between 2010-2020

Dane County had positive migration of 9.3% during this time

FIGURE 5: Wisconsin Losing Among Most Population Groups
Net Migration Among Various Age Cohorts, 2010-2015

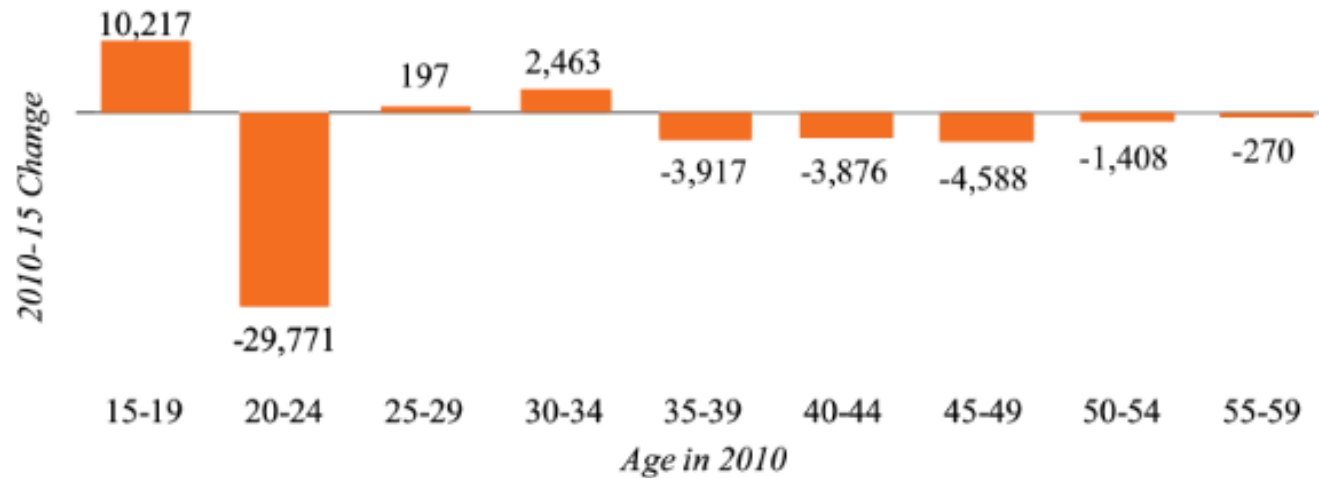
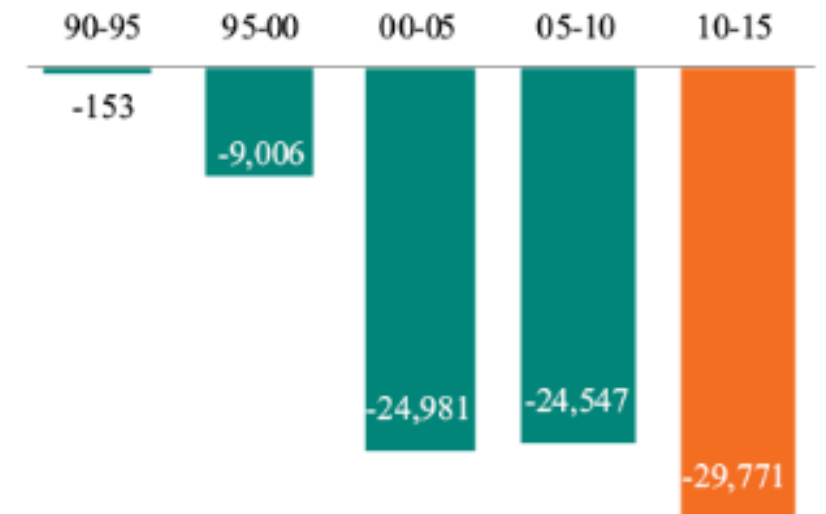


FIGURE 6: Recent College Grads Leaving
Net Migration as 20 to 24 Year Olds Age to 25-29



Population Growth

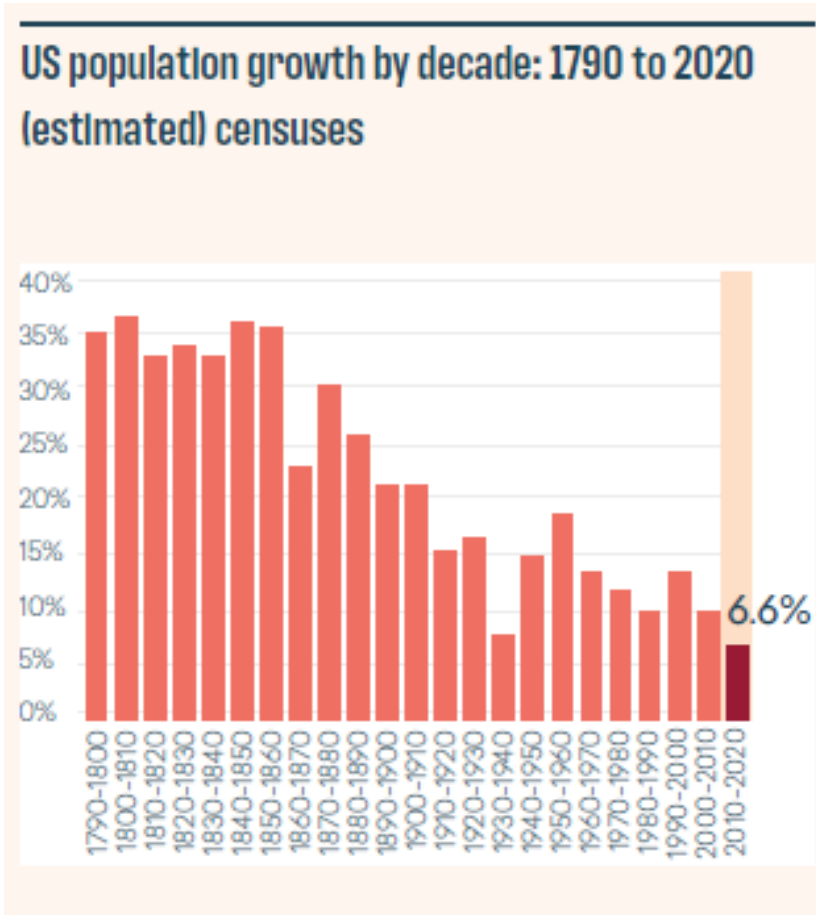
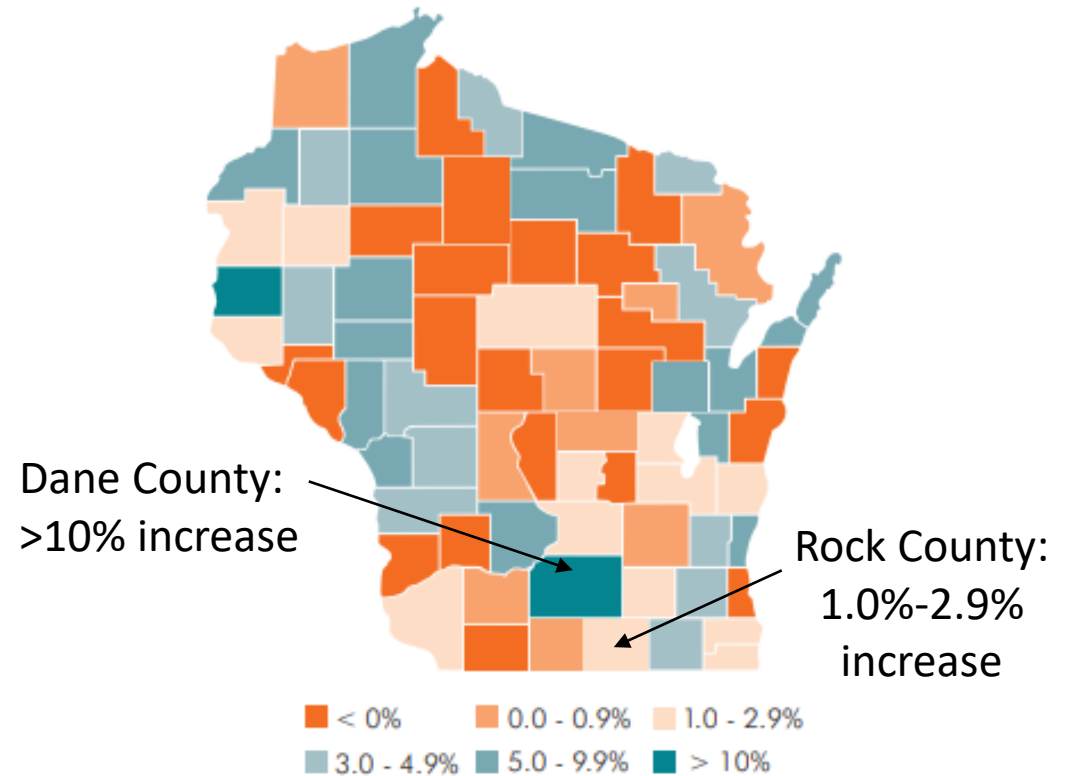
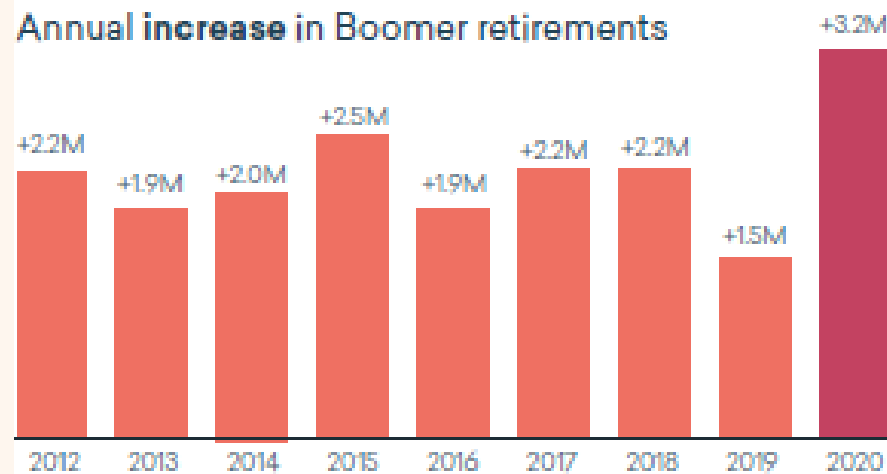


FIGURE 4: County Population Growth
By County, 2010-2020



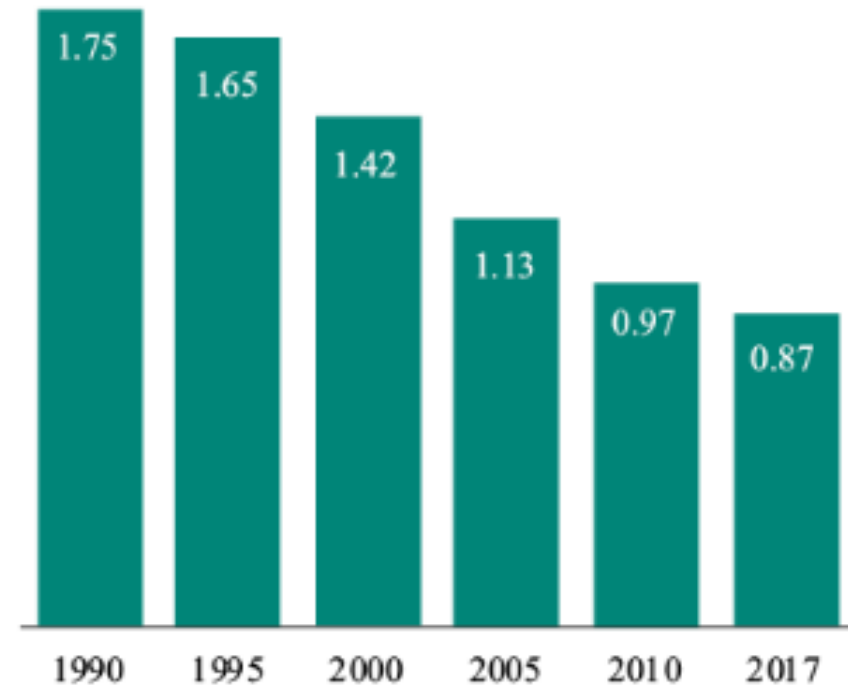
Retirements and Replacements

The number of retired Baby Boomers rose more from 2019 to 2020 than in prior years



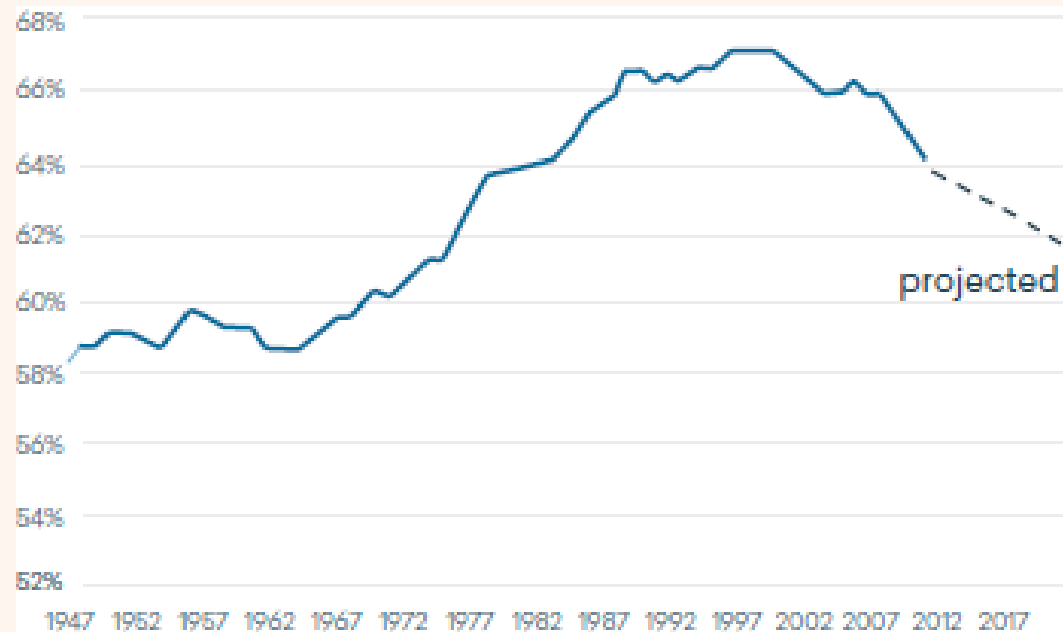
Source: Pew Research Center analysis of July, August and September Current Population Survey monthly files (IPUMS)

Figure 1: Workforce Replacement Rate Falling
Ratio of Under 15 to 50-64 Year Old Population

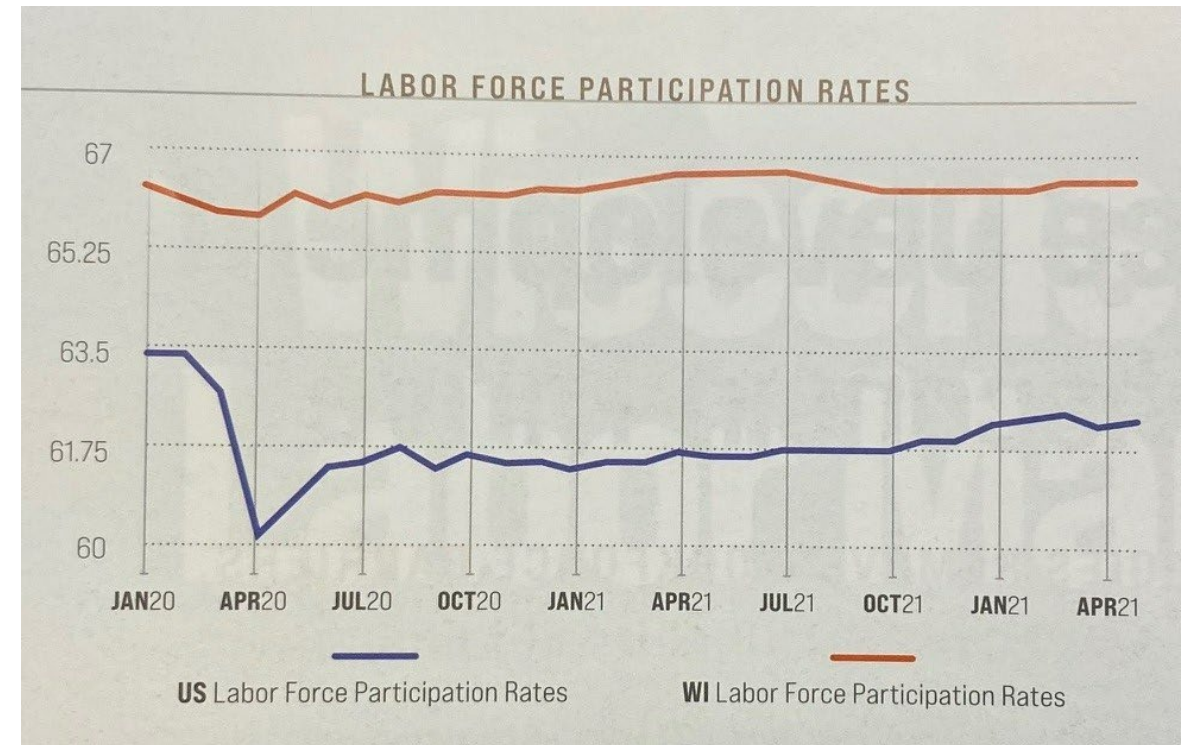


Labor Force Participation Rate

Labor force participation rate 1947-2012 and projected 2022



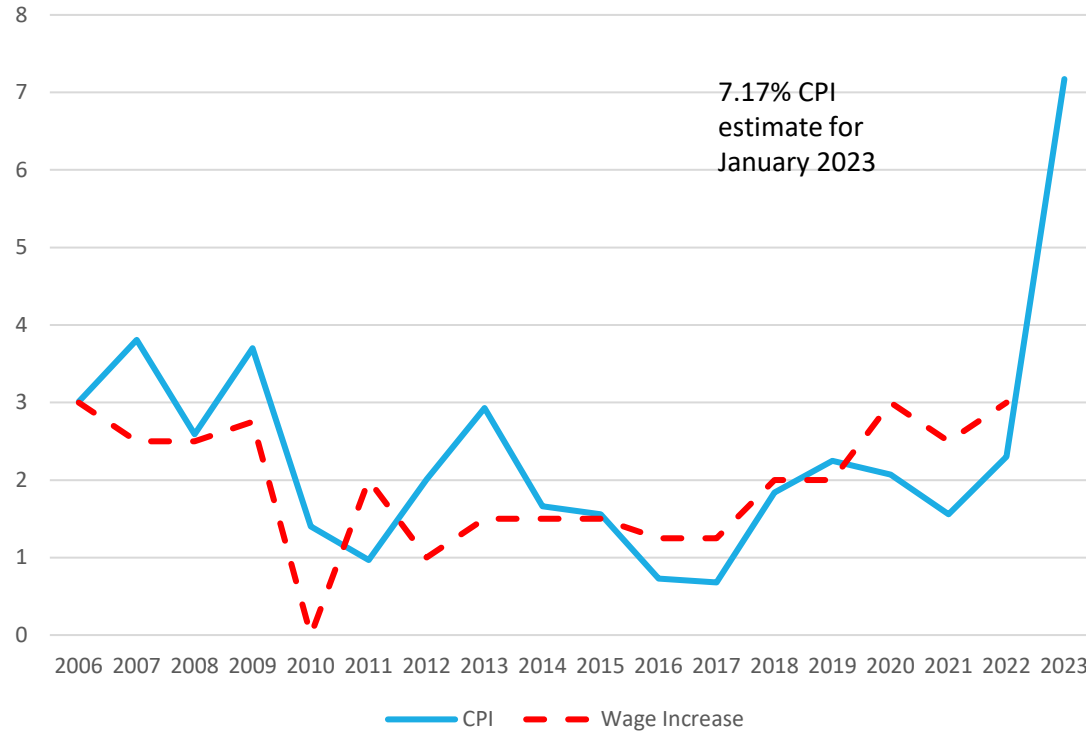
Source: U.S. Bureau of Labor Statistics.



Source: Center on Wisconsin Strategy (COWS), UW-Madison

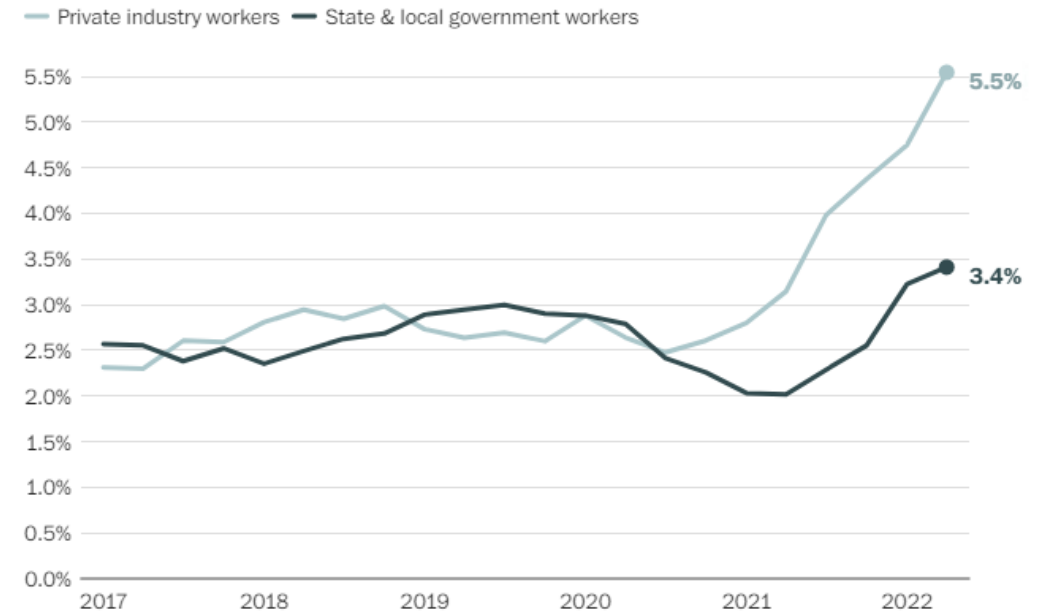
Compensation Trends

Rock County Wage Increases vs.
Consumer Price Index (CPI)



Compensation for private-sector workers has grown much faster than that for state and local government workers.

% change in compensation, year-over-year



Source: U.S. Bureau of Labor Statistics, Employment Cost Index, via Haver Analytics

THE WASHINGTON POST

Public Sector Job Impacts

According to NeoGov, since 2021, there has been a **45% increase in public sector job openings** and a **56% decrease in applicants** for each position.

Summary and Conclusions

Fewer babies are being born

More people are moving out of Rock County than moving in, especially college grads

Population in Rock County is growing, but at a reduced rate

Baby Boomer retirements are increasing

Fewer individuals who could participate in the workforce are actually participating

Wages for public sector employees are not keeping up

Bottom line: fewer individuals are available to fill jobs, with little short-term ability to affect the trajectory, leading to increased competition and unfilled positions.

Rock County Experience

Present Day Implications

Sheriff's Office

- 19.3% attrition rate for Correctional Officers; 100 days to fill a position (2021)
- 25 years ago, could have 200 applicants in a pool; today could have 20 applicants

Rock Haven

- 31 CNA positions are vacant
- 96 of 128 beds are currently filled
- 39% of staff are eligible to retire in 10 years or less

911 Communications Center

- Lose staff to Dane County due to pay; staff also leave for first-shift jobs

Public Works

- 37% of staff are eligible to retire in 10 years or less

Rock County Response

Reviewing Wages and Benefits

\$15/hour minimum wage, indexed to cost-of-living increases

Compensation and classification study

We can't pay our way out of the problem

- Example: 4% cost-of-living adjustment in 2023 = \$3.2 million (includes vacancy rate)
- 2023 “new money” totals \$2.3 million:
 - allowable property tax increase under levy limits = \$1.17 million
 - terminated tax increment financing districts (TIDS) = \$1.13

Focusing on Culture and Conditions

Remote work

- Some staff can work completely remotely
- Transitioned to using only laptops

Flexibility and alternative work schedules

Highlighting public service aspect

- Emphasizing good work staff do every day in the community
- Participation in United Way campaign, Red Cross blood drives

Diversity, equity, and inclusion

- Must be able to attract workers from across the labor pool
- Surveys show younger generations want to work for an organization that values inclusiveness

Rethinking Human Resources

HueLife reviewed HR processes and outcomes in 2021 report

Streamlining HR processes

- Reducing time-to-hire
- Pushing interviewing and hiring decisions down the chain
- Changing the interview process to be more interactive and inviting
- Revamping offer letters to be more welcoming
- Improving the onboarding experience for new staff
- Identifying inefficient practices and processes

Modernizing our Human Capital Management software

Converted and HR Secretary position to HR Specialist focused on recruiting

Improve marketing and branding, social media presence

Questions?
