



Minutes - February 6, 2023

Call to Order: Chair Bostwick called the hybrid meeting of the County Board Staff Committee to order at 4:34 P.M. in Conference Room N1/N2.

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

Committee Members Absent: None.

Staff Members Present: Amy Spoden, Assistant Human Resources Director; Dave Slusser, Human Resources Director; Josh Smith, County Administrator; Bridget Laurent, Deputy Corporation Counsel; Terri Carlson, Risk Manager; Steve Meyer, Court Commissioner; Duane Jorgenson, Public Works Director; Rich Greenlee, Corporation Counsel; Dara Mosely, Information Technology Deputy Director; Randy Terronez, Assistant to the Administrator; Kate Luster, Human Services Director; Jodie Surber, Analyst; Vy Nguyen, Public Health Policy Specialist; Beth Burkheimer, Child Support Reimbursement Specialist; Lynette Scharine, Economic Support Specialist.

Others Present: Supervisors Mawhinney, Clasen, and Zoril; Sheila Williams; Sheryl Hengeveld.

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

Citizen Participation, Communications and Announcements: A comment was submitted by Erin Heiman in support of reclassifying the Economic Support Lead worker position.

Steve Meyer, Court Commissioner, thanked the committee for the work that they do, for creating the Court Commissioner job, allowing him to do over 6,000 weddings at the courthouse, supporting EBDM, backing the new courtroom, being bold and future-looking by doing the wage study.

Approval of Minutes:

January 23, 2023 Minutes: Supervisor Podzilni moved approval of the January 23, 2023 minutes, second by Supervisor Brien. ADOPTED.

Approval of Transfers: None.

Review of Payments:

January Payments: The committee reviewed the payments.

Review and Approval of Resolutions:

Recognizing Sharillynn Clemons's Service to Rock Haven: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby recognize Sharillynn Clemons for her 21 years, 4 months and 10 days of service and extend their best wishes to her in her future endeavors."

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

To Recognize Rebecca Boys: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors, duly assembled this _____ day of _____, 2023, does hereby recognize Rebecca Boys for her more than 15 years of service and extend their best wishes to her in her future endeavors."

Supervisor Brien moved approval of the above resolution, second by Supervisor Leavy. ADOPTED.

Recognizing Captain Brent DeRemer : "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of February, 2023, does hereby recognize Captain Brent S. DeRemer for his over 32 years of faithful service and recommends that a sincere expression of appreciation be given to Captain Brent DeRemer along with best wishes for the future."

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

To Ratify the 2023-2024 Labor Agreement Between Rock County and the Correctional Officers in the Sheriff's Office: "NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors assembled this _____ day of _____, 2023 does hereby ratify the terms and conditions of the 2023-2024 labor agreement between Rock County and the Correctional Officer's Association."

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

Amending Rock County Board Rule IV-P: "NOW, THEREFORE, BE IT RESOLVED that Rock County Board Rule IV-P is revised to become: P. ~~If, an emergency arises, in which the opinion of The~~ Chair or presiding official of any committee, board or commission of the County Board, ~~it would be unsafe to the members of the body, or unsafe for the members of the public, to hold an in-person meeting, then on a temporary basis, any meeting of the body may be held by~~ hold hybrid or remote meetings using electronic audio-visual means, ~~consistent with the requirements of Rule II.~~"

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

Supervisor Zoril spoke to this resolution. Many supervisors advocated for in-person meetings. Supervisor Wilson stated that he believes this will increase participation. The committee expressed concerns for meetings that are held outside of county facilities, and even outside of the county.

YES - Supervisors Leavy, Towns, Wilson, Bostwick
NO - Supervisors Brien, Peer, Sweeney, Podzilni, Beaver,

Motion FAILED.

Creating Rock County Board Rule IV-Q to Record Committee Meetings: "NOW, THEREFORE, BE IT RESOLVED that Rock County Board Rule IV-Q is created to be:

All Rock County Committee meetings shall be video and audio recorded. Committee meetings while in executive session are exempt from the requirement to record.

BE IT FURTHER RESOLVED, that recorded Rock County Committee meetings shall be conspicuously published to the Rock County website as soon as reasonably possible for online access."

Supervisor Sweeney moved approval of the above resolution, second by Supervisor Towns.

Supervisor Zoril spoke to this resolution. He stated that this would be useful for members of the public, and supervisors on and off the committee. By default, this would apply to all committees. It would be up to staff to determine recording methods.

The committee expressed concerns about the administration as well as the cost. Members stated that the minutes are the official record of the meeting and are approved by the committee.

Supervisor Zoril advocated for updating this resolution to have recordings that are already recorded to be posted, but to not require all committees to record. He discussed proactively publishing recordings if they already exist to add transparency to the meeting without changing any processes.

Motion FAILED.

Creating Consistent Policy for Submitting Public Comments to Committees: "NOW, THEREFORE, BE IT RESOLVED that all committee meeting agendas shall include language informing members of the public how to submit comments and provide a deadline for submitting comments.

BE IT FURTHER RESOLVED, that hybrid and remote committee meetings that allow public comments in person shall also indicate on the meeting agenda if public comments will also be accepted by real-time electronic means."

Supervisor Towns moved approval of the above resolution, second by Supervisor Sweeney.

Supervisor Zoril spoke to this resolution. He advocated for adding language to rule 4-I to say all committee agendas should include language on how to submit public comment.

Staff provided an update on public comment language. Staff is working to provide consistent public comment messaging at the approval of the committee chair. Right now, there is no requirement for public comment language, but this resolution would require language.

(Supervisor Beaver left at 5:40 P.M.)

Supervisor Zoril stated that members of the public are unsure how to submit public comment, and this would solve that.

YES - Supervisors Leavy and Bostwick.

NO - Supervisors Brien, Peer, Sweeney, Towns, Wilson, and Podzilni.

Absent - Supervisor Beaver.

Motion FAILED.

Review, Discussion and Possible Action:

Discussion of Salary Study and Wage Grid Implementation : Josh Smith provided a presentation on the compensation study implementation (attached).

Supervisor Wilson advocated for option 2 or 3. He stated that these are options that the committee can work with. Supervisor Wilson and Supervisor Towns voiced support for providing a 2% COLA and determining the next best step.

Supervisor Towns asked about increasing the number of years in option 1. Josh stated that additional number of years can be calculated.

Supervisor Towns moved to move forward with the first 4 recommendations for preliminary action, second by Supervisor Sweeney. ADOPTED.

Supervisor Wilson added that he thought option 3 was the best option.

Next meeting date and time: Monday, February 20, at 4:30 P.M.

EXECUTIVE SESSION: Per Wis. Stat. 19.85(1)(c), considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.: Supervisor Leavy moved to enter into executive session at 6:33 P.M., second by Supervisor Sweeney. ADOPTED.

Adjournment: Supervisor Towns moved to exit executive session and adjourn at 6:53 P.M., second by Supervisor Wilson. ADOPTED.

Respectfully submitted,

Haley Thompson
Office Coordinator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.

Haley Thompson

From: ERIN HEIMAN
Sent: Monday, February 6, 2023 10:47 AM
To: COUNTYADMIN
Cc: ERIN HEIMAN
Subject: Economic Support Lead Worker Position

Good morning,

I am submitting the email requesting that the position of the Economic Support Lead Worker position be re-evaluated in regards to its placement on the wage grid. According to the current proposed grid, lead workers are placed on the grid as letter G with a \$1.00 per hour stipend. This means the starting wage would be 23.52 plus 1.00. There is also another ES position under letter H which to my understanding is for ES workers working in a specialty team (Such as child care and Elderly, Blind, Disabled cases) The starting wage for that category is 24.70. This pay is higher than a lead worker, which should not be the case. Here are a few points:

- Lead workers work all cases- family cases, Elderly Blind and Disabled cases, child care cases, and maintain a confidential caseload for cases that cannot be worked by ongoing workers. Lead workers need to have knowledge of policy for all the specialty teams, not just one individualized team. (for example, child care workers do not need to be trained in EBD, and EBD does not need to be trained in Child care, yet Leads need to be able to work all of the cases)
- Lead workers support the caseworkers in both family and specialty teams
- Lead workers have additional responsibilities than family and specialty team worker, including training new staff and supervisory duties
- Lead workers are in a leadership role, and should be compensated at a higher rate

All three of the lead workers in Economic Support were promoted from a specialty team to this leadership role with additional responsibilities, and now will be making less than the team we all came from. If we all chose to step down to go back to our previous team, we would earn more, with less responsibility. There should be compensation for advancing to a higher position with more duties and responsibilities. I'm asking that leads be moved to category H with an additional stipend, or be placed on the grid somewhere between Economic Support Specialist and Economic Support Supervisors, as that is truly the lead position- a step between staff and supervisors. I appreciate your consideration in this.

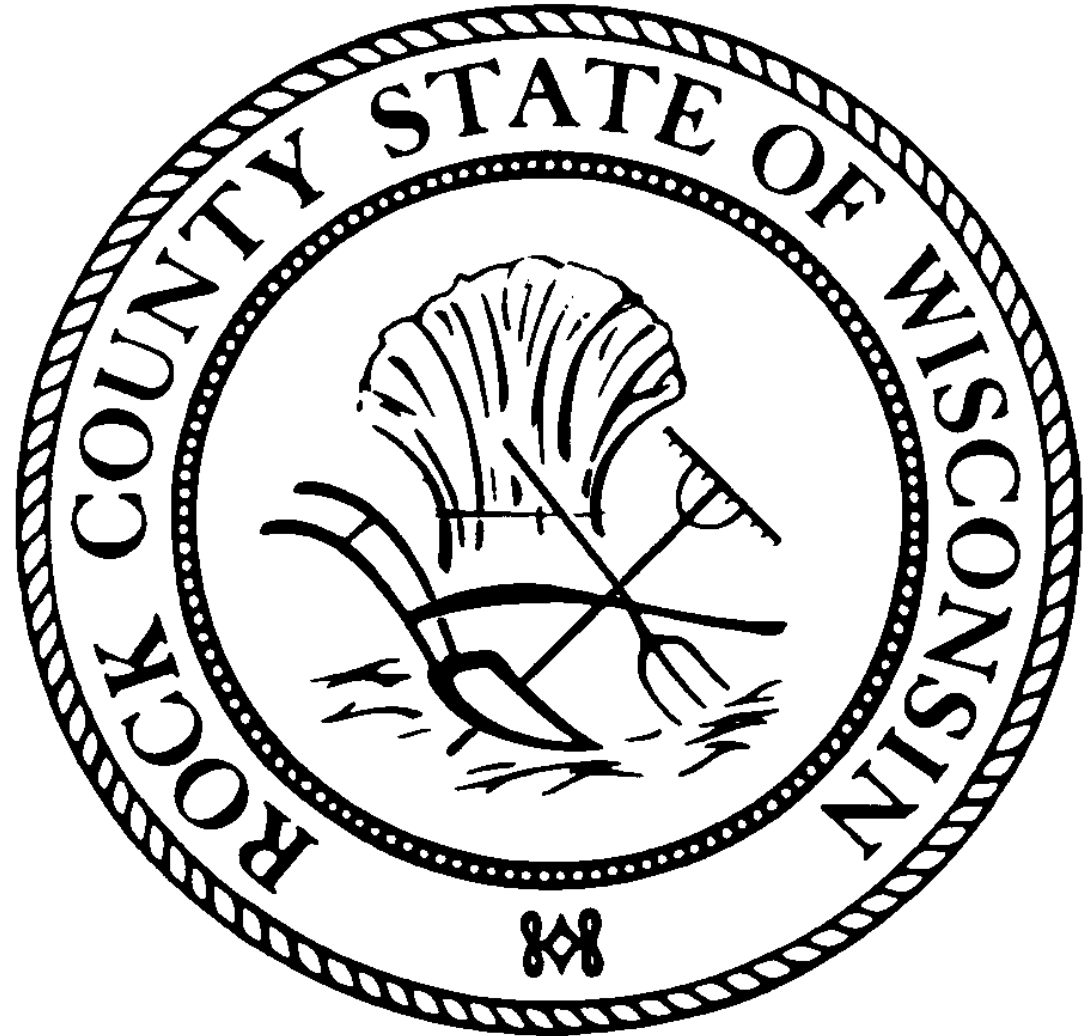


Erin Heiman
Rock County Lead Economic Support Specialist
Rock County Economic Support
1717 Center Ave, Ste. 600
Janesville, WI 53546
(608) 741-3476
erin.heiman@co.rock.wi.us

*"Serving the People that
Serve Rock County"*

Compensation Study Implementation

February 6,
2023



Agenda

1. 2023 budget actions
2. Recommendations for preliminary action
3. Seniority options
4. Reduction options
5. Next steps

2023 BUDGET ACTIONS

Regular Wages

- \$81.5 million total
- 4% increase or \$3.2 million

Budget actions that helped make wage increases possible

- Levy limit increase of \$2.3 million due to inclusion of terminated TIDs
 - Typical increase is about \$1.0 million less
- Funding of DPW equipment depreciation via sales tax freed up \$1.7 million levy
- Increase in investment income of \$750,000
- Reduction in Human Services out-of-home placement budget/overall department levy freed up \$310,482 levy

RECOMMENDATIONS FOR PRELIMINARY ACTION

1. Provide a 2.0% COLA to all staff, effective January 1, 2023

- Consistent with prior recommendation to provide minimum 2% increase to all
- Provides an increase in paychecks immediately

2. Target wage grid implementation (if not effective date) to October 1, 2023

- Later implementation would allow more flexibility with funds available in 2023
- Creates challenges for 2024 but provides time to address in 2024 budget
- Ceridian payroll system implementation limits window when new grid can be created in system

3. Retain FLSA exempt straight-time OT (Unilateral B) designation for 24/7 staff

4. Eliminate policy allowing managers to hire above Step 1

SENIORITY OPTION #1

Employees below Step 6 with:
5+ years advanced 1 additional step

Estimated total cost*:

2023 annualized cost increase = \$4.0 million (\$797,000 over budget)

2023 July 1 cost increase = \$2.82 million (\$385,000 under budget)

2023 October 1 cost increase = \$2.22 million (\$976,000 under budget)

2024 annualized cost increase = \$4.11 million

\$910,000 more than 2023 increase

Represents 5.0% increase in wage costs in 2024

*NOTE: Estimated total costs as shown in all options are likely lower than actuals would be due to staff continuing to receive step increases in 2023 for at least some period of time.

SENIORITY OPTION #2

Employees below Step 6 with:

5-9 years advanced 1 additional step

10-14 years advanced 2 additional steps

15+ years advanced 3 additional steps

Estimated total cost*:

2023 annualized cost increase = \$4.37 million (\$1.17 million over budget)

2023 July 1 cost increase = \$3.0 million (\$199,000 under budget)

2023 October 1 cost increase = \$2.32 million (\$883,000 under budget)

2024 annualized cost increase = \$4.49 million

\$1.29 million more than 2023 increase

Represents 5.5% increase in wage costs in 2024

SENIORITY OPTION #3

Employees with:

5-9 years placed no lower than Step 2

10-14 years placed no lower than Step 3

15-19 years placed no lower than Step 4

20-24 years placed no lower than Step 5

25+ years placed no lower than Step 6

Estimated total cost*:

2023 annualized cost increase = \$4.16 million (\$955,000 over budget)

2023 July 1 cost increase = \$2.89 million (\$306,000 under budget)

2023 October 1 cost increase = \$2.26 million (\$936,000 under budget)

2024 annualized cost increase = \$4.28 million

\$1.08 million more than 2023 increase

Represents 5.2% increase in wage costs in 2024

REDUCTION OPTIONS

Reducing the percentage increase (spread) between steps reduces overall costs

Current proposal includes step increase percentages of:

- 2.5% each step between Step 1 and Step 6
- 2.3% each step between Step 7 and Step 9
- 2.0% each step between Step 10 and Step 14

Current proposal includes 33% range from Step 1 to Step 14

Examples of annualized savings by reducing the spread:

- 2.0% spread reduces costs by \$550,000 - \$650,000
 - 2024 cost increase of \$3.7 million - \$3.8 million
 - 29% range from Step 1 to Step 14
- 1.5% spread reduces costs by \$1.18 million - \$1.36 million
 - 2024 cost increase of \$3.1 million
 - 21% range from Step 1 to Step 14

REDUCTION OPTIONS

Examples of the impact of reducing the spread between steps

Current proposal, Range D

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6M	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
\$19.21	\$19.69	\$20.18	\$20.68	\$21.20	\$21.73	\$22.22	\$22.72	\$23.23	\$23.69	\$24.16	\$24.64	\$25.13	\$25.63
\$40,110.48	\$41,112.72	\$42,135.84	\$43,179.84	\$44,265.60	\$45,372.31	\$46,395.36	\$47,439.36	\$48,504.24	\$49,464.72	\$50,446.08	\$51,448.32	\$52,471.44	\$53,515.44

Spread reduced to 2.0%, Range D

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6M	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
\$19.21	\$19.59	\$19.99	\$20.39	\$20.79	\$21.21	\$21.63	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.36	\$24.85
\$40,110.48	\$40,912.69	\$41,730.94	\$42,565.56	\$43,416.87	\$44,285.21	\$45,170.92	\$46,074.33	\$46,995.82	\$47,935.74	\$48,894.45	\$49,872.34	\$50,869.79	\$51,887.18

Spread reduced to 1.5%, Range D

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6M	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
\$19.21	\$19.50	\$19.79	\$20.09	\$20.39	\$20.69	\$21.01	\$21.32	\$21.64	\$21.96	\$22.29	\$22.63	\$22.97	\$23.31
\$40,110.48	\$40,712.14	\$41,322.82	\$41,942.66	\$42,571.80	\$43,210.38	\$43,858.53	\$44,516.41	\$45,184.16	\$45,861.92	\$46,549.85	\$47,248.10	\$47,956.82	\$48,676.17

NEXT STEPS

Options

1. Continue to discuss options at CBS Committee on February 20
2. Consider 2.0% COLA resolution:
 - Staff Committee on February 20 and County Board on February 23
 - Continue to discuss options for implementation at CBS for later in 2023
3. Consider Supervisor Richard's 4% COLA resolution
 - Identify budget reductions to address high-turnover positions in 2023
 - Continue to discuss options for Implementation of new grid for 2024
4. Other?

All options will require future discussions about expenditure priorities and potential budget reductions to make wage costs affordable and sustainable.