



Minutes - March 6, 2023

Call to Order: Chair Bostwick called the hybrid County Board Staff Committee meeting to order at 4:30 P.M. in Conference Room N1/N2.

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

Committee Members Absent: Supervisor Towns.

Staff Members Present: Josh Smith, County Administrator; Rich Greenlee, Corporation Counsel; Henry Bunts, Highway Worker; Bridget Laurent, Deputy Corporation Counsel; Amy Spoden, Assistant Human Resources Director; Dave Slusser; Shannon Landwehr, Economic Support Specialist; Terri Carlson, Risk Manager; Randy Terronez, Assistant to the Administrator; Judge McCrory; Duane Jorgenson, Public Works Director; Jodie Surber, Analyst; Tasha Bell, Equity Manager; Kate Luser, Human Services Director; Bud Strunz, Public Works Superintendent; Nick Elmer, Assistant Public Works Director; Fredd Carr, Interim Communications Center Director; Dara Mosely, Information Technology Deputy Director; Brent Sutherland, Facilities Management Director; Tami Johnson, Child Support Reimbursement Specialist; Sherry Oja, Finance Director; Falicia Martinez, Public Health Nurse; Kathy Churchill, Interim Communications Center Assistant Director; Kevin Stilen, Child Support Reimbursement Specialist; Phyllis Gilberston, Child Support Reimbursement Specialist; Beth Burkheimer, Child Support Reimbursement Specialist; Janalyn Eisele, Public Health Nurse; Greg Holcomb, Mechanic.

Others Present: Supervisors Whitledge and Mawhinney; Sheila Williams.

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

Citizen Participation, Communications and Announcements: Three comments were submitted prior to the meeting and read aloud (attached).

Greg Holcomb advocated for speaking with departments and employees regarding wage study implementation.

Approval of Minutes:

February 20, 2023: Supervisor Brien moved approval of the February 20, 2023 minutes, second by Supervisor Sweeney. ADOPTED.

Approval of Transfers: None.

Review of Payments: Payments reviewed.

December 2022 Payments: The committee reviewed the payments.

February 2023 Payments: The committee reviewed the payments.

Review and Approval of Resolutions:

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

BE IT FURTHER RESOLVED, that the County Clerk be authorized and directed to furnish a copy of this resolution to Mr. Good."

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

Authorizing Double Fill Of Court Commissioner Position: "NOW, THEREFORE, BE IT RESOLVED, that Rock County Board of Supervisors duly assembled this _____ day of _____, 2023 does hereby approve and authorize double filling the Court Commissioner position."

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

Judge McCrory spoke to this resolution. She explained that his last day in the office is May, but his official last day is July. This would allow for the court to continue operations.

ADOPTED.

Authorizing the Creation of Enterprise Systems Supervisor: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby approve the creation of a 1.0 FTE IT Enterprise Systems Supervisor position and the deletion of a 1.0 FTE Cloud Services Coordinator position in the Information Technology Department."

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

Josh explained that there is a need for a higher-level position.

ADOPTED.

Authorizing Rock County to Enter into Settlement Agreements with Teva Pharmaceutical

Industries Ltd., Allergan Finance, LLC, Walgreen Co., Walmart, Inc., CVS Health Corporation and CVS Pharmacy, Inc., Agree to the Terms of the Addendum to the MOU Allocating Settlement Proceeds, and Authorize Entry Into the MOU with the Attorney General: "NOW, THEREFORE, BE IT RESOLVED: the County Board of Supervisors hereby approves:

..."

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

Rich Greenlee explained that this is the next step in seeking compensation for the effects of the opioid crisis. He provided some background on the settlement process. This most likely represents the last large portion of the settlement. He reminded the committee that Rock County would receive 2.95% of the state's settlement. Rich highlighted next steps.

ADOPTED.

Review, Discussion and Possible Action:

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

Supervisor Wilson asked for figures on many employees that have 30+ years of service and the cost implications of adding that as another step on the wage grid implementation.

Supervisor Sweeney inquired whether there have been discussions of increases in non-monetary benefits.

Supervisor Beaver asked for details on how promotions would work with the new grid and if steps relate to years of service.

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

Adjournment: Supervisor Wilson moved to adjourn at 5:44 P.M., second by Supervisor Sweeney.
ADOPTED.

Respectfully submitted,

Haley Thompson
Office Coordinator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.

From: [MARY DONAHUE](#)
To: [COUNTYADMIN](#)
Subject: for staff meeting 3/6/23
Date: Monday, March 6, 2023 10:49:17 AM
Attachments: [image001.png](#)

Hello. Josh shared the chart below with all staff. It only goes up to 25 years of service and those employees being placed no lower than Step 6 on the wage grid. I am in my 37th year of employment with Rock County. I have not had a step increase for 17 years, just cost of living raises. That means I maxed out my County benefits 17 years ago; no additional vacation days or even extra floating holidays. It is disheartening to make the same amount of money as a supervisor with 5 years of experience when I have been here so very much longer. I would appreciate the committee recognizing the dedicated employees of Rock County who have more than 30 years of employment with Rock County by adding a step for those with 30 and 35 years of service.

Thank you for your time.

At the direction of the Committee, the new scenarios that will be presented include recognition of staff seniority by placing staff on the wage grid based on years of service. Specifically, staff who have met the following milestones would be placed on the grid as follows:

- 5 years of service no lower than Step 2
- 10 years of service no lower than Step 3
- 15 years of service no lower than Step 4
- 20 years of service no lower than Step 5
- 25 years of service no lower than Step 6



Mary Donahue

ES/Fraud/FSET Supervisor
Rock County Economic Support
1717 Center Ave Ste 600
Janesville, WI 53546
(608) 741-3474
mary.donahue@co.rock.wi.us

March 6, 2023

Rock County Board Members,

Many workers come & go but long-term employees represent stability to their employer

Along with knowledge of procedures & maintain good work ethics.

This is invaluable.

The McGrath study pay grid reflects this understanding.

Thank you for your time,

Kathleen Knutson

Good evening, Board Members –

My name is Lynette Scharine.

I would again like express the importance of the longevity factor in the implementation of the new wage grid. I understand that the Board is doing their best with the limited funds and the 3% was most appreciated.

Again, my concern remains the longevity portion and the equitableness of any future placement on the Grid. It is unfortunate that some feel we are disregarding the McGrath study and are causing extra burden on the County. It is the very McGrath study that I'm referring to and the recommendations that were made to become marketable and honor longevity. I believe everyone in the County is important and one section of the workforce should not receive preference over another according to job title.

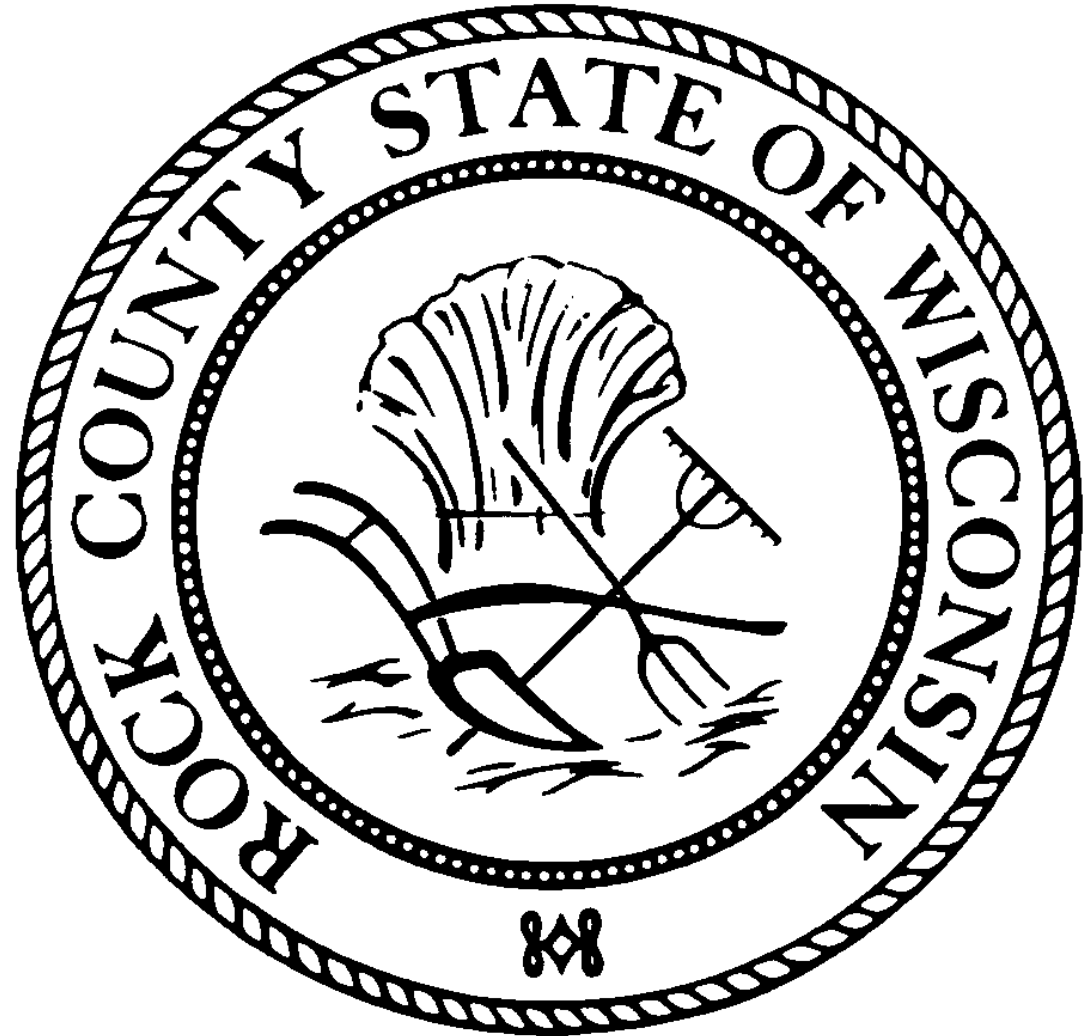
I'm wondering if employees can be placed on the current grid (acknowledging there will be new numbers) - then later in the year or the 2024 budget discuss a change to the grid to honor seniority. The McGrath study was very upfront that the feasibility of making all positions at market level in the first year was not possible, but it is very important to keep moving forward with the milestone recommendations.

Thank you.

*"Serving the People that
Serve Rock County"*

Compensation Study Options

March 6, 2023



AGENDA

1. County Board actions
2. Overview of assumptions in current scenarios
3. Discussion of scenarios
4. Next steps

COUNTY BOARD ACTION

2023 Regular Wages

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

County Board Action

- 3% cost-of-living adjustment (COLA) effective January 1, 2023
 - Cost approximately \$2.4 million
 - Approximately \$800,000 remains to implement wage study in 2023
- Correctional Officers contract settled
- Deputies and Sergeants contracts not yet settled

SCENARIO ASSUMPTIONS

1. 3% COLA effective January 1, 2023
2. Seniority Option #3 is the new base option (included in all scenarios)
3. Wage grid is effective either in July 2023 or October 2023
4. Staff receive step increases on current wage grids until effective date
5. Staff are placed on grid in step that does not result in a decrease
 - No minimum increase is provided because all staff already received 3% COLA
6. After effective date, all staff receive next step increase one year later

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

SCENARIOS

1. Base scenario (Seniority Option #3)
2. Keep Steps 1, 6, and 14 as-is; spread between remaining steps reduced to 1.5%
3. Keep Step 1 as-is; spread between steps reduced to 2.0%
4. Reduce entire grid by 1.5%
5. Reduce Step 1 by 1.5%; spread between steps reduced to 2.0%
6. Keep Step 1 as-is; spread between steps reduced to 1.75%

Scenario Overview—2024 Cost Increase (in millions)

Scenario		With July 2023 Start Date	With July 2023 Start & 2% COLA	With October 2023 Start Date	With October 2023 Start & 2% COLA
1.	Base Scenario (Seniority Option #3)	\$2.43	\$4.02	\$2.18	\$3.77
2.	Keep Step 1, 6, and 14 as-is Spread between remaining steps reduced to 1.5%	\$2.37	\$3.96	\$2.22	\$3.81
3.	Keep Step 1 as-is Spread between steps reduced to 2.0%	\$2.10	\$3.68	\$1.92	\$3.50
4.	Reduce entire grid by 1.5%	\$2.08	\$3.67	\$1.87	\$3.45
5.	Reduce Step 1 by 1.5% Spread between steps reduced to 2.0%	\$1.77	\$3.34	\$1.62	\$3.19
6.	Keep Step 1 as-is Spread between steps reduced to 1.75%	\$1.88	\$3.46	\$1.75	\$3.33

Scenario Overview—2023 Budget Implications

Scenario		With July 2023 Start Date	With October 2023 Start Date
1.	Base Scenario (Seniority Option #3)	(\$228,176)	\$248,023
2.	Keep Step 1, 6, and 14 as-is Spread between remaining steps reduced to 1.5%	(\$278,049)	\$218,625
3.	Keep Step 1 as-is Spread between steps reduced to 2.0%	(\$126,409)	\$298,074
4.	Reduce entire grid by 1.5%	(\$66,003)	\$324,263
5.	Reduce Step 1 by 1.5% Spread between steps reduced to 2.0%	\$28,925	\$370,038
6.	Keep Step 1 as-is Spread between steps reduced to 1.75%	(\$68,140)	\$326,412

NEXT STEPS

Options

1. Continue to discuss options and consequences at CBS Committee on March 20
2. Direct additional analyses be completed
3. Pause analysis of options and instead spend time improving the overall understanding of proposed grid, such as reviewing current wage grids, assumptions behind new grid, overall process, etc.
4. Other?

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