Minutes - March 20, 2023

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

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

Committee Members Absent: None.

Staff Members Present: Greg Winkler, Human Services Deputy Director; Randy Terronez, Assistant to the Administrator; Sandy Disrud, Register of Deeds; Rich Greenlee, Corporation Counsel; Amy Spoden, Assistant Human Resources Director; Dave Slusser, Human Resources Director; Josh Smith, Administrator; Greg Cullen, Airport Director; Lynette Scharine, Economic Support Specialist; Jodie Surber, Analyst; Vy Nguyen, Public Health Policy Specialist; Kate Luster, Human Services Director; Duane Jorgenson, Public Works Director; Erin Heiman, Lead Economic Support Specialist; Nick Elmer, Assistant Public Works Director; Phyllis Gilbertson, Child Support Reimbursement Specialist; Henry Bunts, Highway Worker; Bridget Laurent, Deputy Corporation Counsel; Terri Carlson, Risk Manager.

Others Present: Supervisor Whitledge.

Approve Agenda: Supervisor Podzilni moved to approve the agenda as presented, second by Supervisor Sweeney. ADOPTED.

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

Approval of Minutes:

March 6, 2023: Supervisor Brien moved to approve the March 6, 2023 minutes, second by Supervisor Leavy. ADOPTED.

Approval of Transfers: None.

Review and Approval of Resolutions:

Requesting State of Wisconsin to Revise the Real Estate Transfer Fee Revenue Sharing Formula: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this ______ day of ____________, 2023 does hereby support a revision to the real estate transfer fee share formula to again allow Wisconsin Counties to retain 50% of all real estate transfer fees collected, with 50% to be remitted to the State."

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

Sandy Disrud provided background on this resolution.

ADOPTED.

Review, Discussion and Possible Action:

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

Supervisor Towns reminded the committee that keeping step 1 for entry employees is important.

Josh reminded the committee that pre-budget meetings with County Board Staff and Finance Committees begin in June. Jodie Surber also begins personnel budgets in June. He added that direction from the committee on this would be helpful for these June items.

Supervisor Wilson and Supervisor Towns advocated for not pausing on future discussions. Supervisors Towns and Wilson agreed that October implementation seemed most feasible. They asked for additional information on scenario 6 (a-c). Supervisor Wilson asked for additional options if step 14 is not kept, but rather if we implement step 14 over a few years. Supervisor Wilson would like additional discussion at the next County Board Staff Committee meeting.

Supervisor Peer expressed the need for this to go to the Board of consideration and discussion as soon as possible.

Supervisor Towns asked if an option for consideration would be available by the next meeting on April 10.

Next meeting date and time: April 10 at 4:30 P.M.

EXECTUIVE SESSION: Pursuant to Wis. Stat. § 19.85(1)(e) to deliberate the setting of bargaining parameters for 2023 negotiated collective bargaining agreements. : Supervisor Wilson moved to enter into exectuive session at 5:27 P.M., second by Supervisor Peer. ADOPTED.

Adjournment: Supervisor Towns moved to exit executive session and adjourn at 5:33 P.M., second by Supervisor Wilson.

Respectfully submitted,

Haley Thompson
Office Coordinator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.

"Serving the People that Serve Rock County"

Compensation Study Options

March 20, 2023

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
5.	Reduce Step 1 by 1.5% Spread between steps reduced to 2.0%	$1.77	$3.34	$1.62	$3.19
a.	Keep Step 14 (original proposal)	$1.94	$3.52	$1.78	$3.35
b.	Minimum Step 7 for 30 years	$1.80	$3.38	$1.65	$3.23
c.	Both	$1.95	$3.53	$1.79	$3.37
6.	Keep Step 1 as-is Spread between steps reduced to 1.75%	$1.88	$3.46	$1.75	$3.33
a.	Keep Step 14 (original proposal)	$2.14	$3.72	$2.00	$3.58
b.	Minimum Step 7 for 30 years	$1.92	$3.50	$1.79	$3.37
c.	Both	$2.15	$3.73	$2.02	$3.60

Scenario Overview—2024 Costs and Staff Affected

	Scenario	Additional Cost (from base)	Staff Moved to Step 7 (30+ Years)	Staff Placed Above Step 14
5.	Reduce Step 1 by 1.5% Spread between steps reduced to 2.0%		0	23
a.	Keep Step 14 (original proposal)	$158,000 - $176,000	0	6
b.	Minimum Step 7 for 30 years	$33,000 - $37,000	15	23
c.	Both	$172,000 - $190,000	15	6
6.	Keep Step 1 as-is Spread between steps reduced to 1.75%		0	46
a.	Keep Step 14 (original proposal)	$254,000 - $258,000	0	6
b.	Minimum Step 7 for 30 years	$35,000 - $36,000	15	46
c.	Both	$266,000 - $271,000	15	6

*Under the current wage grids, **336 staff were at the top step** of their wage grid as of December 2022.

Scenario Overview—2023 Budget Implications

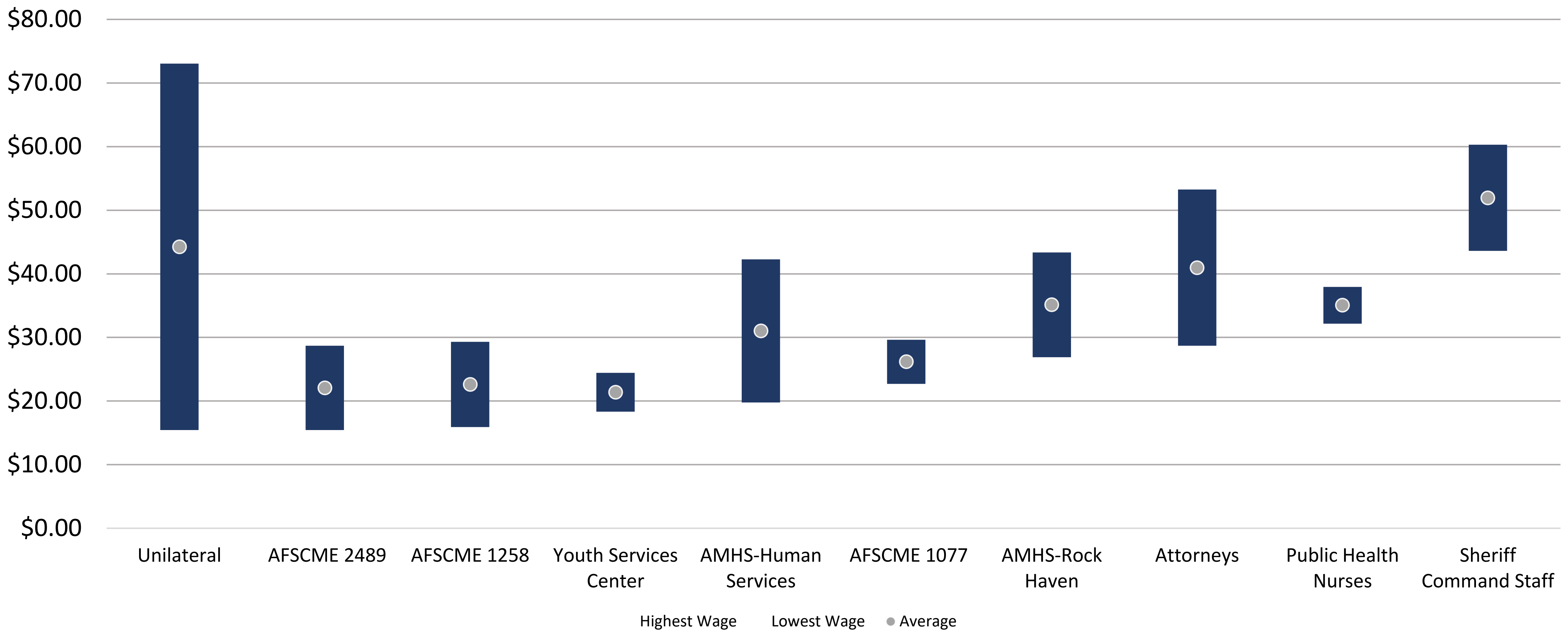
	Scenario	With July 2023 Start Date	With October 2023 Start Date
5.	Reduce Step 1 by 1.5% Spread between steps reduced to 2.0%	$28,925	$370,038
a.	Keep Step 14 (original proposal)	($42,200)	$335,346
b.	Minimum Step 7 for 30 years	$11,128	$362,009
c.	Both	($49,136)	$331,877
6.	Keep Step 1 as-is Spread between steps reduced to 1.75%	($68,140)	$326,412
a.	Keep Step 14 (original proposal)	($184,128)	$266,972
b.	Minimum Step 7 for 30 years	($85,117)	$317,730
c.	Both	($190,230)	$263,920

12 Different Salary Schedules

SALARY SCHEDULE DESCRIPTION	UNIQUE PAY RANGES	LISTED TITLES	SEPARATION BETWEEN PAY GRADES	NUMBER OF STEPS	STEP PERCENTAGES	YEARS TO MAX
1077	7	15	1%-4%	6	1%-5%	20
1258	27	18	less than .5%-4%	8	2%-7%	20
Unilateral	36	155	2%-19%	5	5%	4
Unilateral Command	4	4	6%-50%	5	5%	4
2489	18	50	.5%-8%	7	1%-6%	20
AMHS - HS	9	9	3%-10%	12	2%-5%	20
AMHS - RH	3	2	17%-19%	12	2%-4%	20
Appendix J	8	8	3%-30%	3	2%-11%	2.5-4
Attorney Association	1	1	NA	10	2%-13%	20
Pool	5	5	1%-30%	3	3%	2.5
SEIU	1	1	NA	8	1%-5%	15
YSS	1	1	NA	9	1%-10%	20

- 3 – 12 number of steps
- 1% - 13% step increases
- 2.2 – 20 years to reach the maximum
- Many have similar job titles/duties – but paid differently
- Internal compression among the salaries

Current Wage Grid Ranges Overlap



NEXT STEPS

Options

1. Continue to discuss options and consequences at CBS Committee on April 10
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. Vote to pursue a specific option and either take a resolution or report to the County Board
5. Other

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