

**JOINT MEETING OF ADMINISTRATION COMMITTEE
LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE
February 28, 2019
Minutes**

Committee members present: Chairman Dave Hintz, Robb Jensen, Ted Cushing, Bob Mott and Billy Fried.

Call to order: Chairman Hintz called the meeting to order at 10:30 a.m. in the County Board Room of the Oneida County Courthouse. The meeting has been properly posted and mailed in accordance with the Wisconsin Open Meeting law and the facility is handicap accessible.

Approve agenda: Motion by Jensen/Mott to approve today's agenda with the order of items at the Chair's discretion. All aye; motion carried.

Approve minutes: Motion by Cushing/Mott to approve the minutes of 2/11/2019. All aye; motion carried.

Hintz gave a preview of the agenda and gave some history of the three topics. Hintz gave some history of the 2080 versus the 1950 issue and stated that some departments have begun the process of making positions 2080.

LRES (Labor Relations Employee Services) proposal for Carlson Dettmann wage study implementation

- a) 50% July 1, 2019
- b) 50% January 1, 2020

Hintz gave some history of Carlson Dettmann and how the comparable wages were reached. Hintz reported that on average Oneida County is 6.4% behind the comparable Counties/Cities in wages. Hintz explained some of the recommendations that have come out of the LRES for wage increases and for implementation. Discussion regarding the proposed numbers if the Carlson Dettmann wage study is implemented with 50% on July 1, 2019 and 50% on January 1, 2020. Discussion regarding how to prevent from falling this far behind in the future.

County Funding Options

- a) Referendum
- b) Bundle projects and borrow
- c) Cost savings through efficiencies
- d) Other options

Hintz gave an overview of the funding options (referendum, bundle projects and borrow, cost savings through efficiencies). Jensen encouraged the committee to also look at the revenue piece of the County Budget and what changes can be made there. Mott discussed bundling and borrowing to help spread some of the larger expenses over time and off of the levy. Discussion regarding funding that is available for a July 1 implementation of 50% of the wage study. Discussion regarding the importance of implementing 50% on July 1 and then taking the remaining 6 months prior to the budget to research and come up with budget options. Discussion regarding the recommendation from LRES to implement the full wage study by January 2020. Discussion regarding creating an ad hoc committee to look at funding options.

Discussion regarding “stair stepping” the wage study and the concerns expressed by department heads if this stretched out too long.

Motion by Cushing to go to the 50% factor on July 1, 2019 and that we implement an ad hoc committee to do a complete study of where we will find the funds to implement the complete balance in 2020. Seconded by Mott. Desmond informed the committee that the other option the County could implement a wheel tax and presented a rough estimate of the revenue that could be made from that. Hintz requested that the motion made by Cushing be separated into two motions.

Motion by Hintz to divide the question. Seconded by Jensen. Mott, aye; Jensen, aye; Hintz, aye; Cushing, aye; Fried, aye. Motion to divide the question passed.

Motion by Cushing to approve the 50% factor on July 1, 2019. Seconded by Mott. Discussion regarding the sustainability of the 50% and approving that prior to finding the revenue. Discussion regarding when this will be taken to the County Board. Discussion regarding that this motion is in support of the 50%. Fried, aye; Cushing, aye; Hintz, aye; Jensen, aye; Mott, aye. Motion carried.

Motion by Cushing that we implement an ad hoc committee to do a complete study of where we will find the funds to implement the complete balance in 2020. Seconded by Mott. Discussion regarding what the ad hoc committee would be directed to do versus what the responsibility of the Administration Committee is. Fried expressed concern that an ad hoc committee has clear direction. Discussion regarding how to implement the committee and the timeline to get it to the March County Board meeting for approval. All aye; motion carried.

Work hours per week issue – 2080 versus 1950 hours

Discussion regarding the history of 1950 hours versus 2080 and whether this needs to be implemented for all employees or only back to the departments that have historically been 2080.

Public comment/communications: None

Dates and items for future agenda/meetings: There will be a special Administration Committee meeting on Wednesday, March 6th at 9:30 to discuss the Ad Hoc committee. The next administration committee meeting will be held on March 11, 2019 at 9:30 a.m.

Adjourn

Meeting adjourned at 11:46 a.m.

Respectfully submitted,
/s/tracy Hartman
Tracy Hartman, Recording Secretary
Oneida County Clerk

/s/ dave hintz
David Hintz, Chair