

WINNEBAGO COUNTY BOARD OF SUPERVISORS--PERSONNEL & FINANCE COMMITTEE

DATE: Thursday, June 4, 2015

TIME: 8:00 a.m.

PLACE: Human Resources Conference Room

PRESENT: David Albrecht
Claud Thompson
Joel Rasmussen
Harold Singstock
Bill Roh

EXCUSED:

ALSO PRESENT: Mark Harris, County Executive
Chuck Orenstein, Finance Director
Michael Collard, Director of Human Resources
Sheriff John Matz
Chief Deputy Todd Christopherson
Mike Norton, County Board Supervisor
Kathy Rumlow, Confidential Secretary

David Albrecht called the meeting to order at 8:00 a.m.

Public Comments

None

Joel Rasmussen moved to approve the minutes of the May 7, 2015 meeting, seconded by Harold Singstock. Carried 5-0

Budget Transfer – UW-Fox Valley, \$216,000. This item was withdrawn by Chuck Orenstein.

Consideration of possible increases of minimum and maximum of pay ranges. Mike Collard said the County Board passed the merit pay but did not take any action on raising the minimum and maximum ranges. There are 400 people at the top who will get no increase in base pay, regardless of merit, if the ranges are not increased. Mike proposes an adjustment to the ranges to go to County Board for approval. Without this, a large group will start the merit plan with nothing and it will have a negative impact. We should get this to the County Board quickly. Mark Harris said the Board can pass a change in brackets and he would recommend using the previous years CPI, 1% or 1.5%. Bill Roh asked why so many people are at the top. Mark Harris said because they went through the steps. Bill Roh said it would be better to say what the ranges should be for each position, we should find comparable positions and see what the ranges are. Mike said we are hiring a consultant to do a study. David Albrecht said that's already in progress. Joel said when they pay study is done there will be underpaid and overpaid positions, why raise the range before the study? Harold Singstock said we should hire a consultant first before we make a decision, he likes to see numbers before a decision is made. David Albrecht made a motion to approve using CPI, seconded by Harold Singstock. Joel Rasmussen said we are voting without a percentage on the range increase? No vote was taken. Mike Collard looked up the CPI increases allowed under Act 10 for the past year, and they were in the range of 1.25% to 1.57%. Joel Rasmussen made an amended motion to say we do bracket changes at 1.5% as a one time deal and the pay study to be done within one year, Bill Roh seconded the amendment. Carried 5-0.

Discussion regarding the consolidation of pay rules. Mike Collard gave a handout of the overall plan, it is not a timeline. Mike will collect input from the department heads. We will come out with a new pay

plan set of rules and consolidate to one document, with a few exceptions. We will have this ready by the time the consultant does the pay study. Mike will be getting RFP ready for the consultant. Harold asked when will we hire and Mark Harris said that Mike and himself will work on the RFP and it will get drafted this month. Bill Roh asked if this item will be on future agendas and David Albrecht said yes it will be on next month's agenda.

Bill Roh moved to approve the Resolutions for Commendation for Deborah Hauert, Charles Marousek, Diane Marx, James Travis, and Steven Verwiel, seconded by Joel Rasmussen. Carried 5-0.

The next meeting of the Personnel & Finance Committee will be Thursday, July 9, 2015, at 8 a.m.

Harold asked when the training will begin for supervisors. Mike said sometime during the month of July. David asked how recruitment was going for the new PVHC Administrator. Mike said he met with the PVHC committee and there are four people they would like to have an initial interview with. Bill Roh asked who is handling things in the meantime and Mike said Tom Geske was made interim administrator. Mark Harris said the State has been notified of this.

David Albrecht moved to adjourn the meeting at 9:15 a.m., seconded by Harold Singstock . Carried 5-0.

Submitted by
Kathy Rumlow