

WINNEBAGO COUNTY BOARD OF SUPERVISORS – PERSONNEL & FINANCE COMMITTEE

DATE: Thursday, January 5, 2023

TIME: 9:00 a.m.

PLACE: Winnebago County Administration Building
112 Otter Avenue, Oshkosh, WI 54901
Room 120

PRESENT: Morris Cox
David Albrecht
Steve Binder
Donald Nussbaum
Betsy Ellenberger

ALSO PRESENT: Jon Doemel, County Executive
Michael Collard, Director of Administration
Mark Habeck, Director of Human Resources
Mary Anne Mueller, Corporation Counsel
John Matz, Sheriff
Tyler Sleeter, Corrections Lieutenant
Carol Blackmore, Assistant Finance Director
Dr. Bill Topel, Director of Human Services
Larry Lautenschlager, Chairman Human Services Board
Renee Soroko, Human Services
Annette Beattie, Human Services
Heather Foust, Human Services
Bob Doemel, Highway Commissioner
Jill Prah, Highway Department
Adam Breest, Parks Department
BY ZOOM: Mike Norton, Supervisor District 20
Ted G.
Victoria McGrath, McGrath Human Resources Group
John Rabe, Director of Solid Waste

Public Comments

None

David Albrecht moved to approve the minutes of December 1, 2022, seconded by Betsy Ellenberger. Carried 5-0.

Presentation and Discussion, Compensation Study by McGrath Human Resources Group

Victoria McGrath, McGrath Human Resources Group, gave a brief presentation regarding the compensation study for Winnebago County. She provided a minimum salary schedule. Municipalities in the area are hiring new employees above the minimum salary; Winnebago County is not. In 2016, the recommendation was to provide two increases to employees per year. The first would be a cost of living raise, the second would be the merit pay increase. The goal now is to make sure hiring wages are competitive and adjusting pay wages for current employees to reach the control point (salary range). Ms. McGrath feels that government is not at the top of this generation's list to apply for. She will be making a presentation to the County Board at the January 17, 2023 meeting.

Report from Carol Blackmore regarding Capital Project Status and the General Fund Balances

Carol Blackmore, Assistant Finance Director, provided a report on the Capital Project Status and the General Fund Balances. Ms. Blackmore provided a capital status report to all committee members. This report is mailed to the County Board every month. She noted that there are two capital improvement projects that are over budget; the Finance team has met with that Department and discussed how and what they will do to solve this issue. All of the other projects are within the budget limit. Ms. Blackmore provided a copy of the General Fund Balance report. She explained the process that she follows regarding the General Fund. Any requests from General Funds are listed on this report. Monies are returned to the General Fund if the board votes to borrow the money. This report is included with the Capital Project Status report each month.

Approve Pay Differential for 24/7 Operations at the Crisis Center, Child Welfare Shelter Care and the Child Protective Services Investigation Supervisor Positions. The Committee was asked to approve pay differential for second and third shift staff and weekends incentives staff to want to take those jobs and stay there. The rates proposed were sent to Human Resources to ensure that they are in line with other departments and fit in the existing payroll structure. Motion by Supervisor Ellenberger, seconded by Supervisor Binder to approve. Motion by Supervisor Binder, seconded by Supervisor Albrecht to lay this over for a month to have Human Resources draw up a plan to cover all differential pay for employees that have to work special hours. After discussion, Supervisor Binder withdrew his motion to lay this pay differential over for a month. A friendly amendment was offered to change lines 4 and 30 to read as follows: Change Line 4 to read "Three Supervisors" not "Four Supervisors"; and Line 30 to read "well as three Supervisors as set forth below" not "four Supervisors".

Vote: CARRIED 4 – 1 (Albrecht).

Resolution: Authorize the Sheriff's Office to Accept a \$3,200 Wisconsin Emergency Management Homeland Security Alert SWAT Equipment Grant. This grant will provide equipment to improve observation tools that will improve the abilities of the SWAT Team and assist in the safe resolution of critical incidents. Motion by Supervisor Ellenberger, seconded by Supervisor Albrecht to approve. Vote: CARRIED 5 – 0.

Budget Transfer – Parks Department for \$15,000 to Approve the Purchase of New Tables and Chairs for the Sunnyview Exposition Center. The budget transfer will allow the Parks Department to purchase new tables and chairs to replace the old ones that need replacement. Motion by Supervisor Ellenberger, seconded by Supervisor Binder to approve. Vote: CARRIED 5 – 0.

Budget Transfer – Highway Department for \$2,832.44 to Approve the Transfer of \$2,832.44 from the Contingency Fund to Purchase a P1 Player. The purchase of this equipment will allow work orders to be placed on a menu board which will expedite start times for the employees. Motion by Supervisor Ellenberger, seconded by Supervisor Albrecht to approve. Vote: CARRIED 5 – 0.

Resolution of Commendation for All: Steven Brewer, Daniel Hinton, Jane Hughes, Darren Putzer, Andrew Reigh, Greg Rothe, Teresa Vnuk and Karen Witt. Motion by Supervisor Ellenberger, seconded by Supervisor Albrecht to approve. Vote: CARRIED 5 – 0.

Set Next Meeting Date: The next scheduled meeting date is February 8, 2023 at 9:00 a.m.

Motion by Supervisor Albrecht, seconded by Supervisor Ellenberger to adjourn. Vote: CARRIED 5 – 0.
The meeting was adjourned at 10:15 a.m.

Submitted by:
Julie Barthels
Acting Secretary