

**SPECIAL ORDERS SESSION
COUNTY BOARD MEETING
TUESDAY, SEPTEMBER 6, 2011**

Chairman David Albrecht called the meeting to order at 6:00 p.m. in the County Board Room, Fourth Floor, Courthouse, 415 Jackson Street, Oshkosh, Wisconsin.

The meeting was opened with the Pledge of Allegiance and an invocation by Supervisor Lennon.

The following Supervisors were present: Konetzke, Barker, Eisen, Ramos, Miller, Roh, Smith, Hamblin, Albrecht, Gabert, Thompson, Lennon, Reynolds, Hall, Wingren, Jacobson, Norton, Warnke, Robl, Singstock, Neubauer, Kline, Locke, Hegg, Finch, Sievert, Farrey, Diakoff, Brennand, Egan, Ellis and Kriescher

Excused: Englebert, Swanson, Widener and Rengstorf

Motion by Supervisor Robl and seconded to approve the agenda for this evening's meeting. **CARRIED BY VOICE VOTE.**

PUBLIC HEARING

No one addressed the Board.

REPORTS FROM COMMITTEES, COMMISSIONS & BOARDS

There were no reports from the Supervisors.

OSHKOSH CIVILITY PROJECT – WINNEBAGO COUNTY CIRCUIT COURT JUDGE KAREN SEIFERT

Winnebago County Circuit Court Judge Karen Seifert, addressed the Board as a member of the Speakers Bureau for the Oshkosh Civility Project. She explained that the Oshkosh Civility Project is a "community-based initiative" that is financially backed by the Oshkosh Area Community Foundation, UW-Oshkosh and the Oshkosh Northwestern.

Judge Seifert explained the project began after hearing Dr. P.M. Forni's presentation on civility and the Johns Hopkins Civility Project which he co-founded. The Oshkosh Civility project is based on Dr. Forni's books and modeled after other successful campaigns in the Truckee-Tahoe, California and the Duluth-Superior areas.

The Oshkosh Civility Project's goal is to, "encourage better practices of interpersonal communication." Judge Seifert explained that incivility is all around us. It's especially noticeable when people disagree on issues, whether they be personal, public or political issues. She explained that the civility project's goal isn't to "stamp out" disagreement, but to "make it safe to disagree".

Judge Seifert defined civility as, "a benevolent awareness of others". She also stated that, "we are civil when we care about others and treat them well." Being civil strengthens social bonds, reduces stress, increases satisfaction, increases work quality and is good for businesses and relationships.

Judge Seifert explained that 90% of all workers experience incivility at work and 50% of all Americans have high-stress levels at work, which costs approximately \$300 Billion annually.

Judge Seifert explained the Oshkosh Civility Project's pledge, which states that they will aspire to pay attention, listen, be inclusive, not gossip, show respect, be agreeable, apologize, give constructive criticism and take responsibility.

Judge Seifert asked that she hoped the Board consider taking the civility pledge as individuals and that they consider passing a resolution that as a Board they take the pledge or to endorse the Oshkosh Civility Project. She stated that their website lists the various committees and boards who have either taken the pledge or endorsed it. Included on this list is the Oshkosh Common Council, the Rotary and all the Winnebago County judges and court commissioners.

Judge Seifert encouraged the Board to support this effort because it will improve the quality of life in Oshkosh.

COUNTY BOARD CHAIRMAN'S REPORT

Chairman Albrecht reported that Supervisors Englebert, Swanson, Widener and Rengstorf are excused from tonight's meeting.

**HEALTH INSURANCE RENEWAL –
JAN STAGE, VICE PRESIDENT, SENIOR BENEFITS COUNSULTANT ASSOCIATED FINANCIAL GROUP**

Karon Kraft, Winnebago County Human Resources Director, introduced Jan Stage of the Associated Financial Group who reviewed summary statistics for the current plan year and estimates for the next plan year.

Jan Stage went through the handout that was given to the Board and explained the following points:

- Total cost for health insurance for the last three years:
 - 2009-2010 = \$15,110,883 (7.29% increase over previous year)
 - 2010-2011 = \$13,691,569 (estimate) (10% decrease)
 - Decrease is because went from a zero deductible plan to a \$250 deductible plan

- 2011-2012 = \$14, 351,902 (estimate) (4.82% increase)

- This is based on an average rate increase and people staying in similar plans

Mr. Stage explained that the “market” or trend of rate increase is averaging 12%, so the county’s 4.82% increase is above average.

Mr. Stage stated that at some point, the county would like to get to a single payer, but currently it would cost the county about 14% more or \$2.5 Million to change carriers and go to just a fully insured plan. This increase is caused by administrative expenses to administer self-funded claims that would come in during the last quarter of the previous insurance year and then the actual cost of those claims.

Mr. Stage explained that when the county does decide to go from two to one risk pools they will need to keep in mind the additional costs of ending the self-funded plan, as well as the impact of health care reform. He stated that if the new health care laws remain in place, the county will have employees who will qualify for federal money to use for exchange and purchase coverage. Because the impact of this on the county is not known at this time, Mr. Stage is recommending that within the next 12 months the county conducts a study with Milliman, Inc., a national actuarial firm. They can analyze the county’s risk with the new health care reform laws so the proper decisions can be made. The cost for this type of study is approximately \$15,000.00.

Mr. Stage then explained that the county offers two plans so that employees have access to all providers in the community. It’s now possible for employers to offer one plan that gives employees access to all providers. Two plans also:

- spreads out the county’s risk
- death spiral – dwindling membership in the self-funded plan

Mr. Stage recommends that at the present time the county stay with the two plans that they currently have, but that in the future the county go to one plan.

Mr. Stage took questions from the Board.

PRESENTATION ON WISCONSIN ACT 10 – JOHN REINEMANN, LEGISLATIVE DIRECTOR, WISCONSIN COUNTIES ASSOCIATION

John Reinemann of the Wisconsin Counties Association and Patrick C. Henneger of Phillips Borowski explained the impact of the provisions of Wisconsin Act 10 on Winnebago County. The major provisions of Act 10 include:

- changes to collective bargaining laws
- changes to Wisconsin Retirement System
- changes to health insurance contributions for local governments participating in the state plan
- grievance procedure requirement

Mr. Henneger explained that the Budget Repair Bill (BRB) as amended by the budget bill (Act 32) modifies collective bargaining laws by creating three classes of employees—transit, public safety and general municipal—and each of those classifications have different bargaining rights. Mr. Henneger’s described the three classifications, how they are impacted by the BRB and what the specific bargaining rights are for each classification.

Mr. Henneger explained the difference between an employee who is a protective occupation participant (POP) and a public safety employee. Because it’s the county’s responsibility to classify these positions, Mr. Henneger presented the Board with information how these positions are determined.

Other areas discussed by Mr. Henneger included:

- Bargaining wages and when they are based on the Consumer Price Index (CPI)
 - Wage increases for non-represented municipal employees are not limited by the CPI
- Prohibited subjects of bargaining for general municipal employees
 - Seniority and layoff clauses; hours of work/work schedules; employee discipline and termination; vacation and sick leave benefits; health insurance provisions
- Certification of Bargaining Units
- Elimination of dues deduction and fair share
- Elimination of interest arbitration
- Changes to the Wisconsin Retirement Systems and mandatory employee contributions
- Grievance process and the requirement that the county must establish either a civil service ordinance or grievance system before October 1, 2011.

Mr. Henneger explained the advice that they are giving local units of government:

Immediate and Transitional Steps:

- Communicate with their employees and explain how all of these changes will affect them
- Draft their grievance procedure so that it’s implemented by October 1, 2011
- Review and update personnel policies and rules
- Review job descriptions for Fair Labor Standards Act (FLSA) status
- Determine status of collective bargaining units

Long-term steps:

- Training
- Health insurance plan design
- Employee compensation and benefits
- Contracting and collaboration

Mr. Henneger stated that the Wisconsin County Mutual Insurance Company (WCMIC) has formed a consortium of 40 counties to, "help transition the county into a post-BRB world."

Mr. Henneger and Mr. Reinemann took questions from the Board.

ORDINANCE NO. 282-92011: AMEND SECTION 2.01 AND EXHIBIT A OF THE GENERAL CODE OF WINNEBAGO COUNTY: SUPERVISORY DISTRICTS (ADOPT FINAL WINNEBAGO COUNTY SUPERVISORY REDISTRICTING PLAN)

WHEREAS, a tentative redistricting plan was previously adopted by the Winnebago County Board of Supervisors, pursuant to § 59.10(3), Wis Stats; and

WHEREAS, pursuant to § 59.10(3)(b)2, Wis Stats, every municipality in Winnebago County has approved said plan and has adjusted its wards pursuant to § 5.15, Wis Stats; and

WHEREAS, your undersigned Committee has recommended that the tentative supervisory district plan be adopted by the Winnebago County Board of Supervisors as part of the final redistricting plan.

NOW, THEREFORE, BE IT ORDAINED by the Winnebago County Board of Supervisors that it hereby amends Section 2.01 and the accompanying Exhibit A of the General Code of Winnebago County so as to adopt and enact Winnebago County's final Supervisory Redistricting Plan, which is attached herewith as Exhibit A (a visual map outlining the location of the new supervisory districts shall be made available to Winnebago County Board Supervisors at the time of the County Board Meeting, or may be viewed upon request at the Winnebago County Planning and Zoning Department).

Submitted by:

JUDICIARY AND PUBLIC SAFETY COMMITTEE

Motion by Supervisor Wingren and seconded to adopt. Ayes: 31. Nays: 1 – Finch. Excused: 4 - Englebert, Swanson, Widener and Rengstorf. CARRIED.

(A copy of Sec. 2.01 of the General Code of Winnebago County and the legal descriptions of each supervisory district can be obtained from the County Clerk's Office at 415 Jackson Street, Oshkosh, Wisconsin, (920) 236-4888.)

Supervisor Hall asked that whenever a person, who is not a county employee, makes a presentation to the Board that the supervisors are provided with a short resume for that person.

Respectfully submitted,
Susan T. Ertmer
Winnebago County Clerk

State of Wisconsin)
County of Winnebago) ss

I, Susan T. Ertmer, do hereby certify that the foregoing is a true and correct copy of the Journal of the Winnebago County Board of Supervisors for their Special Orders Session held September 6, 2011.

Susan T. Ertmer
Winnebago County Clerk