

**SPECIAL ORDERS SESSION  
COUNTY BOARD MEETING  
TUESDAY, JANUARY 9, 2001**

Chairman Joseph Maehl 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 Rankin.

The following Supervisors were present: Kollath, Barker, Griesbach, O'Brien, Savas, Maehl, Koziczkowski, Klitzke, Widener, Lauson, Albrecht, Leschke, Madison, Reilly, Sundquist, Wingren, King, Norton, Nielsen, Robl, Eichman, Kline, Kramer, Schaidler, Spanbauer, Sievert, Arne, Diakoff, Brennand, Egan, Rankin, Rengstorf and Metzsig. Excused: Crowley, Finch and Hert. Absent: Pech and Green.

A motion was made by Supervisor Robl and seconded to adopt the agenda as presented. CARRIED BY VOICE VOTE.

**COMMUNICATIONS, PETITIONS, ETC.**

A copy of St. Croix County's Resolution No. 46-2000, "Resolution Requesting State Funding for County Jails", was received and referred to the Legislative Committee.

A copy of Jackson County's Resolution No. 106-12-00, "Support the Efforts and Proposals for the Kettl Commission", was received and referred to the Legislative Committee.

A Notice of Claim was received from Lisa Nowicki for \$899.59 of damages to her vehicle after striking a pile of salt/stones on CTH I. The claim was referred to the Personnel & Finance Committee.

A Notice of Claim was received from Sarah J. Shew for damages to her vehicle as a result of hitting a large pile of debris on CTH I. The claim was referred to the Personnel & Finance Committee.

A Notice of Claim was received from Jim Merten, Jr., President of Merten Marine Ltd., for \$13,498.74 for the loss of business he incurred as a result of the reconstruction of County Road A.

A reminder was given to anyone who has not registered for WCA Legislative Exchange or NACo Legislative Conference. The deadlines for registration are January 21, 2001 and January 31, 2001 respectively.

**COMMITTEE REPORTS**

Supervisor Barker stated the next Legislative Committee will be Monday, January 22, 2001. Anyone having agenda items should get them to her by January 12<sup>th</sup>.

**CHAIRMAN'S REPORT**

Chairman Maehl reported Supervisor Savas had been appointed to the Health and Human Services Steering Committee. That brings to 10 the number of Supervisors currently serving on State Committees.

Chairman Maehl reported the County Clerk's office, after placing ads in the paper, sold 82 history books. Chairman Maehl extended condolences to Mike Hert for the loss of his father, Mike Elder for the loss of his mother, Sue Ertmer for the loss of her sister-in-law and hospitalization of her brother and to the family of Alfred Luebke, past County Board Supervisor. Chairman Maehl also extended birthday wishes to Supervisors Leschke, Arne, Diakoff, Rankin and Eichman.

**PUBLIC HEARING**

No one addressed the Board.

**SUNNYVIEW EXPOSITION CENTER SITE MASTER PLAN**

Supervisor Lauson introduced the presenters of the Master Plan: Rob Way, Parks Director; Vicky Redlin, Assistant Expo Manager; and Jeffery Bahling and Tracy Meise of Rettler Corporation. Supervisor Lauson said the Master Plan has been developing for the past 1 ½ to 2 years. This is to further expand and make more useable the limited acreage available.

Rob Way, Parks Director, referred to a document containing the Sunnyview Exposition Center Master Plan that had been handed out at the December 19<sup>th</sup> County Board meeting. The Master Plan was developed by a lot of input from the users groups, through a survey, Parks Committee and staff.

Rob gave a brief background overview. The construction started in the late 1980's. Programming didn't get under way until 1991. There were many events that carried over from the old Fair Grounds to the new Expo Center.

The second phase, from 1994 through 1999, saw the calendar fill up. There is now a solid core of repeat users. There are no longer large gaps in usage, in fact, there are now waiting lists.

The third phase started in 2000. There is double and triple booking of facilities, meaning there could be events scheduled at the Race Track, Expo Center and the Covered Arena all at the same time. Although economically this is a plus, it has created problems with parking and other areas. Work needs to be done on the frontage, segregate the Expo into a series of three facilities so double and triple bookings will work.

Vicki Redlin, Assistant Expo Manager said they had far exceeded their use of the Covered Arena by using it for things other than horse shows, such as for the circus and as a stage. The revenue for the arena in 2000 was \$36,765.20 with anticipated revenue for 2001 being approximately \$50,000.

Jeff Bahling and Tracy Meise from Rettler Corporation, a landscape and architecture based company from Stevens Point, Wisconsin presented the Master Plan. The initial process of the plan was to determine what was out there, both good and bad. Several things, such as getting a topographical map and rendering for site analysis, were done. Some constraints for the project were numerous intersection points; the terrain is very flat, causing drainage problems; soils are difficult to work as well as expansion of utilities and parking. There are also several positives including a lot of space to work with, located in great location with close proximity to several highways, linkages to the County Park and increased patronage from advertising.

The next step was a needs assessment. A survey was sent to approximately 50 or so user groups. This told the staff what they wanted and gave them tools to determine when the events would occur and how many people are expected. There was a wide variety of respondents from Holstein Breeders to 4H Clubs. Some of the overall responses were better site drainage, better traffic pattern, more barn space, concession facilities, larger main Expo building, ticket taking booths for separation of events, safety and utilities. There was also an open house that was held on November 2, 2000 to show the Master Plan to the user groups.

The next step is concept planning. Workshops were held with the previous and present Parks Committee to do quick sketches to develop parking in certain campuses. Four concepts were bounced off the committee to develop the Master Plan.

The Master Plan is divided into eight campuses.

1. Annex Additions. This area is located with access off Highway 45 and is currently used by the BMX and Kart Klub. Improvements were to move the Kart Klub and create lighted parking lots, approximately 257 spaces, that could be used for those events and for overflow parking. This will improve drainage as well as get people in and out more quickly. There will be signage and marquee at the entrance. The cost for this portion is \$1,046,933.80.
2. Clay Track Improvements. The pit area is still gravel and needs to be paved. A new roadway in and out of the facility and the main drive in front as well as improved drainage and creating berms. The cost for this project is \$429,383.90.
3. Camping and Maintenance Area. This area is east of the Clay Track area and is where the current Sunnyview Building is now located. Most user groups asked for more camping. This area was to develop additional tent camping and a hard surface area with utility hookups for RV camping, 199 spaces on hard surface with a new shower/restroom facility. There would also be a new maintenance building and work on improving drainage. The cost for this project is \$1,541,034.55
4. Main Expo/Parking Improvements. The largest problem is parking, including access. There would be 940 lighted stalls while improving drainage. This would improve the circulation pattern and segregated parking. The cost for this project is \$2,302,380.30.
5. Expo Hall Addition and Parking. There was talk of expanding the Expo Hall and the staff and Committee wanted to look at the impact that would have to the site. There would need to be additional parking, 283 stalls, which would change the circulation pattern. There are two options listed in the book, one with and one without the addition. The cost for this project is \$546,789.10.
6. Future Barns and Associated Parking. The proposal is to add four barns (several are already

being requested). There would be a new practice arena and 573 parking stalls. This area needs work with drainage. The cost for this project is \$1,372,311.05

7. Eastern Parking Lot. This area had served as temporary parking, but now would have 599 stalls added to improve circulation. As with the other areas, work is needed on drainage including adding a retention pond. This will work into the new County Y Project. The cost for this project is \$814,985.60.
8. Frontage. This portion is looked at as very important since this will serve as the main entry way. There needs to be improvement in access points in the park, both Sunnyview and Community Park. There will be fencing and gate control as well as landscaping and drainage needed. The cost for this project is \$1,272,360.65.

The cost for the entire project is \$9,326,178.95. Rob Way stated the Master Plan is just a guide and is to be followed for direction. When asked what his top priority would be, Rob stated it would have to be parking and along with that the setting for the roads. The property is being underutilized because of drainage problems, so drainage would be the next priority.

Supervisor Wingren voiced concerned about the “wish list”. There were questions regarding the facilities being “self supporting”. At this time it is not being considered. Questions were also asked regarding getting financial help from some of the users who would like these improvements or if grants were available. Mr. Way indicated although some users had talked about this, nothing formal has been done and no grants are currently available. Supervisor Schaidler asked what the total investment was in the Expo Center so it can be determined what is the rate of return Although a definite answer could not be given, much of the development cost was bore by the sale of the old Fair Grounds. He would like figures brought to the next meeting so an educated decision can be made. There were concerns raised that although there may an economic impact with the improvements, there needs to be consideration of the average Winnebago County citizen.

Supervisor Metzиг voiced concern over “subsidizing” user groups, such as the Sweatshirt sale and the horse shows by charging them less than what the actual cost of doing business. The only way to get around this is to figure out which of the projects could pay for themselves. He felt we could no longer provide services at the cost of the taxpayer.

Supervisor Lauson concluded that there has been a great deal of change in the past two years and the committee has been trying to get a handle on the situation. He hoped to continue looking at the situation and come up with something everyone can live with.

## **RESTRUCTING PROPOSAL REGARDING ADMINISTRATIVE EMPLOYEES SALARY PLAN**

Bill Wagner, Director of Human Resources, introduced Charles Carlson, President of Carlson-Dettman Associates LLC. Mr. Wagner stated the draft of the Administrative Salary Plan would be handed out after the presentation for all Board members to look over before the next Board meeting. Mr. Wagner stated the Administrative Salary Plan was initially set up in 1979 and has been modified on a continuing basis. Approximately 1½ years ago Mr. Wagner approached the Personnel and Finance Committee to upgrade the evaluation process. He requested doing only Human Services, but the Committee, with the approval of the full County Board voted to look at the entire county. Mr. Wagner reported “the revision to the salary plan for the year 2001 involved an extensive effort that required over 700 staff hours and the work of two outside consultants from different consulting firms”. The total costs for the project were approximately \$41,000.

The first part of the project was done in-house by updating and evaluating all 182 job descriptions with the Hay Guide Chart Method of job evaluation, through an evaluation process taught and supervised by a consultant from Hay Management Consultants.

Mr. Carlson’s goal for the project was to try to connect the county pay practices with the marketplace. Mr. Carlson listed several purposes of the project.

- To review the competitiveness of the current pay plan. This area is a hot labor market.
- Once this is done, it is combined with the analysis of the market trend with what the County has done measuring job values. Every good pay plan, whether public or private, brings together the two concepts of how jobs relate to themselves internally, internal pay equity and competitiveness.
- Recommend a new pay plan structure that addresses issues raised by the County. How to have a pay plan that is responsive, are we effectively controlling the costs, is it accountable.

To determine accountability a number of market comparisons were done with other counties, cities and the State of Wisconsin.

The findings for this project were:

- The job evaluation results, how they're measured, seemed to correlated well with the market;
- In general, Winnebago County is compensating administrative and other exempt staff 8 – 10% below market rate;
- The problem is compounded due to compensating for 1,950 hours vs. 2,080 hours.

The key features of the new pay plan are:

1. Pay grades in Administrative Salary Plan that cover exempt and salaried positions;
2. A separate plan to cover house/non-exempt positions, Law Enforcement Command, Nursing, Crafts and Information Systems;
3. Reduce number of pay grades in the Administration Salary Plan from 30 to 16;
4. Control points which are related to market rates;
5. Recommending "open" pay plan, which means there are no fixed steps. Currently there are a series of steps across the range that are 4% per step. That is too large a pay step. Currently there is no relationship between variable employee performance. In the current plan, the employee must meet the expectations of the job to receive the step, but there is no control over the amount of the salary increase.
6. Recommend a variant of the pay for performance system. The number one thing that inhibits the pay for performance system is inconsistent or unfair application. The recommended system would be divided into increments. Each increment would be a fix dollar amount, approximately 2 ½% of the midpoint of that grade, so that if a person met their expectation, they would receive one increment. If they clearly exceeded their expectations, they would receive 1/1/2 increments. If their performance was below expectations they would receive ½ increment. If they did a terrible job, there would not be pay increase. This plan would be developed in 2001 and implemented in 2002.
7. The new CompaRatio (relationship between salary and the control point of the pay grade) will be approximately 96-97%.
8. Annually the plan will be upgraded by a general market adjustment.
9. The plan will be more competitive, more flexible, related to performance and reasonably easy to manage.

The theory is to use the pay for performance when there are employees who have the ability to affect their performance. Mr. Carlson said the decision to go with a pay for performance system is a decision the Board must make.

Motion by Supervisor Robl and seconded to adjourn until January 23 at 6:00 p.m. CARRIED BY VOICE VOTE. Meeting was adjourned at 8:54 p.m.

Respectfully submitted,  
Patricia Rabe, Deputy  
Winnebago County Clerk

State of Wisconsin)  
County of Winnebago) ss

I, Patricia Rabe, 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 on January 9, 2001.

Patricia Rabe, Deputy  
Winnebago County Clerk