

## FUNDING OPPORTUNITIES COMMITTEE

April 1, 2019

### Minutes

**Committee members present:** Chairman Dave Hintz, Robb Jensen, Billy Fried, Alan VanRaalte, Steven Schreier, Dan Hess, Darcy Smith, Linda Conlon, Lisa Charbarneau, Mike Romportl.

**Call to order and Chairperson's announcements:** Chairman Hintz called the meeting to order at 9:30 a.m. in Committee Room Two 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. Hintz gave an overview of the purpose of the Committee and thanked the County Board Supervisors and Department Heads for their willingness to participate.

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

**Election of Committee Vice Chairperson** – Discussion regarding the role of the Vice Chairperson and the structure regarding who has a vote on the committee. Motion by Fried to nominate Alan VanRaalte as the Vice Chairperson. Motion by Jensen/Schreier for nominations to be closed and a unanimous vote cast for Alan VanRaalte. All aye; motion carried.

**Oneida County's Wage & Benefits System** – Presentation by Lisa Charbarneau. Charbarneau explained that in 2014 Carlson Dettman created two wage schedules. Charbarneau gave an overview of the wage schedules. Step 6 is the market value step and the goal is to start every employee at step 1. Each step is a 2.5% raise and if an employee does well on their evaluation they can move up a step every year until they reach the control point and after the control point they get a raise every 2 years. This raise is in addition to any cost of living raise that is given at the beginning of the year. Discussion regarding current hiring practices and employees being hired above step one. The current control point is 50% of the comparables, meaning that 50% of the comparables were paying more than our control point and 50% of the comparables were paying 50% less than our control point. Discussion regarding how positions were put into grade levels. Discussion regarding exempt versus non-exempt positions and how that is determined. Charbarneau explained that it is determined by the Wisconsin Fair Labor practices. Charbarneau explained that some employees are paid at 2080 hours and some employees are paid at 1950. Discussion regarding 2080 vs 1950 and the history of how some are at 2080 and 1950. Charbarneau explained that after Act 10 all employees were moved to 1950 hours and there have been some departments that have gone through County Board to get those positions back to 2080.

**Carlson Dettmann Wage & Benefit Study** – Charbarneau reported that the County looked at a market analysis for the Carlson Dettmann Study due to difficulty with hiring certain positions. Carlson Dettman performed a market analysis of the control point of wages, analysis of benefits received by Oneida County employees and red-circled employees. Discussion regarding the current benefit options through Oneida County and the positives for the employees. Charbarneau reported that overall Oneida County has average benefits, except the employees pay less towards their premium than others. Discussion regarding the purpose of the committee, hiring new employees versus maintaining internal equity.

**2019 Budget Overview** – Darcy Smith gave an overview of the 2019 county budget. Smith explained the allowable levy limit increase based on net new construction. Discussion regarding the expenditures and where departments fall on the budget lines (the majority of Courthouse offices fall within general government). Smith gave an overview of the revenues that are included in the budget. Discussion regarding the revenues and the reasons why 100% of interest/stumpage/inmate revenues aren't budgeted for every year.

**Development of Committee Action Plan** – Hintz stated that at the next meeting he would like the committee to review the efficiency study. Hintz would like to look at reorganization, new revenue/increasing revenue, combining services with the City or other Counties, outsourcing certain services, looking at benefits/work rules to allow more flexibility with employees, and financing (use of the general fund, bundling/borrowing to pay for projects). Discussion regarding other areas that could be looked into for efficiencies (programs and purchasing). Hintz stated that he has five areas he would like the committee to research and be prepared to discuss at the next meeting. Discussion regarding the five areas specified by Hintz, areas were reorganized into four areas and assigned as follows:

- Reorganization (Charbarneau/VanRaalte/Hintz)
- Outsourcing/Sharing (County and City sharing) – (Schreier/Fried/Romportl)
- Benefits and Work Rules (Jensen/Conlon)
- New Revenue/Financing (Hess/Smith/Fried)

**Public comment/communications:** Richard Moore asked about the proposed overall cost being \$800,000 or \$1,000,000. Smith explained that the number is a “moving target” based upon reclassifications.

**Dates and items for future agenda/meetings:** Hintz stated that he will have a doodle poll sent out with suggested dates/times for the next meeting. Topics to be discussed at the next meeting are: Efficiency Study, Capital Improvement Projects, updates from Reorganization, Outsourcing/Sharing, Benefits and Work Rules and New Revenue/Financing.

### **Adjourn**

Hintz adjourned the meeting at 11:45 a.m.

Respectfully submitted,

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Tracy Hartman, Recording Secretary  
Oneida County Clerk

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David Hintz, Chair