

FUNDING OPPORTUNITIES COMMITTEE
April 15, 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 1:30 p.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.

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

Approve minutes of April 1 2019: Motion by Jensen/Schreier to approve the minutes from April 2, 2019 with changes as discussed. All aye; motion carried.

Committee Goals and Objectives: Hintz stated that he would like the committee to settle on what the goals are and what is the committee really trying to solve. Schreier stated that the goal is to find the solution or dollar amount that is sustainable. VanRaalte would like to focus on the positions that are having difficulty hiring or maintaining employees and not across the board raises. Discussion regarding creating internal inequities and the competitive wage. Fried believes the committee's goal is to come up with the funding sources or cuts to bring ideas to the administration committee. Jensen stated that he believes that the committee needs to look at sustainability of the solution, however, there are a number of issues that play into that. Discussion regarding how ideas will be researched and when department heads will be contacted for information. Hintz believes the main goal is to find \$800,000 to fund the raises.

Efficiency Study Overview: Jensen gave an overview of the efficiency study. Jensen explained the process that the committee used to determine the ranking of a program. Jensen reported that safety and welfare programs were ranked higher. The committee then looked at the rankings and determined if changes needed to be made, ultimately coming up with the final rankings. Conlon reported that it's important for the committee to remember that some of the programs bring in revenue and cutting the program would have no impact on tax levy. Smith reminded the committee that there are mandated programs that have a very low score. Hintz stated that the committee may need to look at assigning a team to look at the efficiency study and what cuts could be made from that. Discussion regarding what that team would look at and how the tool can be used.

Capital Improvement Projects Overview: Jensen explained the capital improvement project process. Jensen explained that Departments bring projects before the committee and explain what the project is and how it would be funded (general fund, tax levy or continuing appropriations). The committee then looks at which ones they would recommend funding for and take it to the Administration Committee to be looked at during the budget process.

Update from the four areas of research - Hintz stated that as the committee hears the reports he would like feedback given to the teams as to what should be pursued.

- a. Reorganization (Charbarneau/VanRaalte/Hintz)** – Hintz reported that this team looked at creating a combined Human Service Department that would consist of Health Department, Social Services, ADRC, Veterans and possibly bringing Human Services into this environment. This would mean cutting some form of management, possibly a department head or two. The other reorganization that was looked at was a Land Services Department, which would include Planning and Zoning, Land Records, Register of Deeds and Forestry. Discussion regarding having elected offices included in the combined departments. VanRaalte reported also looking at a centralized accounting department. Discussion regarding reducing County Board members. Jensen stated that the way to consolidate committees/county board is to bring on a County Administrator. Romportl suggested consolidating Forestry and Highway (possibly buildings and grounds) as an option to look at. This would potentially allow facilities, equipment and staff to be shared. Discussion regarding the purpose of combining departments. Hintz would like the reorganization team to look at Human Services, Land Services and Public Works consolidation. Hintz reported that there are additional positions that can possibly be shared even without a reorganization. Discussion regarding the feasibility of the efficiencies (combining departments) once they are determined. Discussion regarding how this would affect the County Board/Committee needs.
- b. Outsourcing/Sharing (County and City sharing) – (Schreier/Fried/Romportl)** – Fried reported that this was a brainstorming session. Schreier reported that they looked at focusing on the positions that are having difficulty hiring, the recruitment policies, expediting hiring, looking at surrounding counties, cross training within/between departments, cost of outside organizations/clubs/entities and fees from these groups, fees for use of facilities. Discussion regarding legally contracting out a position and when it would be allowed. Discussion regarding outsourcing departments (like IT) and the concerns that would come from this. The team recommended sending out a questionnaire regarding outsourcing to department heads and which departments would have options. Schreier stated that the team looked at asking departments to look at what services could be combined with municipal services. Conlon reiterated having one survey that would go out to department heads.
- c. Benefits and Work Rules (Jensen/Conlon)** – Jensen stated that the difficulty is going to be increasing wage to remain competitive and keeping experienced employees wages sustainable. Conlon reported that looking at health insurance premiums and how to implement that (using a tiered approach over a few years). Conlon reported that she spoke with a number of other Counties that have made changes through attrition and new employees (changing the PTO cap, retirement, etc).
- d. New Revenue/Financing (Hess/Smith/Fried)** – Smith listed the current revenue streams of the county (property tax, public charges, grants, land sales, interest on investments, other taxes, intergovernmental charges). Smith reported that some avenues of revenues would be through sales tax (the County can only have .5% sales tax which is what we currently have), PRAT tax/Wheel Tax, Referendum, New Fees that other counties have (Septic tank fee), existing revenues and more accurately accounting for those revenues based on a five year historical basis. Smith reported that they would also like to see a questionnaire for Department Heads to look at areas for revenue within the department. Discussion regarding a referendum and what the money

would be used for. Discussion regarding a new tax and how the committee feels about that. Jensen feels that increased taxes is a discussion for after all revenue sources are researched. Hintz stated that looking at providing contracted services for municipalities would be another option.

Committee Work Plans: Hintz would like to see the teams provide questions in a document for the questionnaires to be given to department heads.

Public comment/communications: None

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 towards the end of the month. Topics to be discussed at the next meeting are: team progress, questionnaire and efficiency study.

Adjourn

Hintz adjourned the meeting at 3:47 p.m.

Respectfully submitted,

Tracy Hartman, Recording Secretary
Oneida County Clerk

David Hintz, Chair