

FUNDING OPPORTUNITIES COMMITTEE

May 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: 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.

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.

Approve minutes: Motion by Jensen/Schreier to approve the minutes of 4/15/2019. All aye; motion carried.

Update from the four areas of research

- a. New Revenue/Financing (Hess/Smith/Fried) – Smith stated that they created a number of questions prior to the last meeting and they reworked the questions based on feedback from the last meeting. There were three questions created and discussion regarding the questions.
- b. Benefits and Work Rules (Jensen/Conlon) – Conlon stated that they came up with a number of ideas for cost savings within employee benefits and work rules. Conlon reported that some of the ideas are to increase the insurance premium 1% for the next 2 years, decrease PTO bank from 1000 to 750, decreasing overtime budgets including stricter comp time rules, looking at the early retirement benefits, change new employee benefits related to PTO (for example, new employees would have a PTO bank of 500 and existing employees would have a higher bank), educating staff more on the high deductible plan. Discussion regarding the suggestions. Discussion regarding overtime/PTO/comp and how different departments handle those situations. Fried asked if the employee package can be massaged so the employees choose what benefits/wages they have and pay. Discussion regarding PTO payouts and where that is budgeted.
- c. Outsourcing/Sharing (County and City sharing) – (Schreier/Fried/Romportl) – Questions were reviewed last meeting and no changes were made. Romportl cautioned that many of the options presented in the questions would not see immediate cost savings. Jensen stated that there is an assumption that departments will be able to see the outsourcing option within their departments and questioned if this committee help the department heads see the cost savings. Discussion regarding having a survey monkey with basic questions so that employees/department heads could answer anonymously to suggest cost savings/revenue.
- d. Reorganization (Charbarneau/VanRaalte/Hintz) – Hintz reported that they met to discuss potential cost saving due to reorganization within county departments. Hintz stated that a reorganization would have impact on current positions and it may be found

that there would be some redundancy between positions. Hintz also stated that reorganization would take a lot more work to implement and they have looked at other counties organization charts. Hintz stated that they looked at a combined Land Use Services Department (planning & zoning, forestry, register of deeds and land information) which could result in a potential reduction in staff of 2.85 FTE. A combined Health & Social Services Department (health, social services, ADRC, veteran services, medical examiner) which could result in a potential staff reduction of 3 FTE. A combined Administration Division (Finance, LRES, Corporation Counsel, ITS, County Clerk, Buildings and Grounds) which could result in a reduction in staff of .75 FTE. Total potential reduction in staff of 6.6 FTE if all consolidations were implemented. Discussion regarding the suggested reorganization ideas. Jensen suggested a combined Public Works department (highway shop, buildings and grounds, solid waste and forestry). Charbarneau stated that the FTE savings was the best guess for savings. Discussion regarding the human service center and whether that should be included in the Health and Social Services Department. Discussion regarding what the savings could be if full-time positions are cut.

Dave would like a list of the ideas that have been generated by this committee to the Administration Committee in May.

Department Head Questionnaires – Discussion regarding how long to give department heads to answer the questionnaires. Department heads will have one week to respond with the questionnaire sent out mid-week.

Other Cost Saving Ideas –

1. Fleet vehicles for department use. Discussion regarding the cost savings to having County owned vehicles instead of paying mileage.
2. RV Park
3. Health insurance adjustments/alternatives – ala carte, increase premiums, increase high deductible
4. \$80,000 savings in the budget this year from health insurance
5. 120,000 savings from offering the various health insurance, however, that is only guaranteed for this year also
6. Selling County Forest Land
7. Outsourcing Solid Waste
8. Solid waste commitment as a revenue source
9. PTO/Overtime/Comp budgets
10. Reorganization of departments
11. Can savings be achieved by performing more duties in house. Can fees be adjusted when services are provided to an internal department
12. Take \$100,000 tax levy that is currently budgeted for a yearly CIP project and return it to the levy to be used for salaries.
13. Tourism, UW extension, fair, economic development, humane society, North Central Regional Plan commission, tri-county (non-mandated programs)
14. Bundle and borrow
15. Wheel tax
16. PRAT tax
17. Indirect cost reimbursed from all grants
18. Raising grade levels only for the positions that have difficulty filling positions

19. Elimination of programs based on the efficiency study – list of ideas
20. Fees
21. Cutting hours in some positions/go to 40 hours and decrease staff numbers.
Adjusting hours per week/hour
22. Other alternatives for implementation of the Carlson Dettman market study
23. Solid Waste Department generate \$100,000 per year
24. Referendum for non-mandated services
25. Inter-governmental contracts/Counties, Cities, Schools

VanRaalte presented a County by County comparison of 5 other counties that are similar in population to Oneida County. Discussion regarding how the revenue producing departments project their revenues.

Committee Work Plans – Continue to work on the list of cost savings/revenue. Hintz would like to see estimates included in the list.

Public comment/communications: None

Dates and items for future agenda/meetings: Hintz would like to see the next meeting within the next 2 weeks. Topics will be survey results and cost savings lists.

Adjourn

Hintz adjourned the meeting at 11:36 a.m.

Respectfully submitted,

Tracy Hartman, Recording Secretary
Oneida County Clerk

David Hintz, Chair