

COUNTY BOARD STAFF COMMITTEE
Minutes – February 23, 2016

Call to Order. Chair Podzilni called the meeting of the County Board Staff Committee to order at 4:00 P.M. in Conference Room N1 on the fifth floor of the Rock County Courthouse-East.

Committee Members Present: Supervisors Podzilni, Kraft, Brill, Bussie, Sweeney, Peer, Thomas, Mawhinney and Arnold.

Committee Members Absent: None.

Staff Members Present: Josh Smith, County Administrator; Randy Terronez and Nick Osborne, Assistants to the County Administrator; Jeff Kuglitsch, Corporation Counsel; Jodi Timmerman, Deputy Corporation Counsel; Annette Mikula, Human Resources Director; Ben Coopman, Public Works Director; Captain Jude Maurer, Sheriff's Office.

Others Present: Supervisors Brian Knudson and Jeremy Zajac; Michael Moore, Town of Avon Chair.

Approval of Agenda. Supervisor Arnold moved approval of the agenda as presented, second by Supervisor Peer. ADOPTED.

Citizen Participation, Communications and Announcements. Mr. Osborne handed out copies of an e-mail regarding sending county resolutions for consideration at the WCA annual business meeting and that the deadline is 4:30 p.m. on June 27, 2016.

Supervisor Bussie informed the Committee that the Public Works Committee will be meeting on Monday, March 28th at 8 a.m. at the Southern Wisconsin Regional Airport regarding the operational study.

Approval of Minutes – January 26, 2016 and February 9, 2016. Supervisor Mawhinney moved approval of the minutes of January 26, 2016 and February 9, 2016, second by Supervisor Arnold. ADOPTED.

Bills/Encumbrances

County Administrator	\$ 60.00
Human Resources	753.95
Health Insurance	100,000.00

Supervisor Mawhinney moved approval of the above Bills and Encumbrances for the County Board Staff Committee, second by Supervisor Kraft. ADOPTED.

Transfers. None.

Pre-Approved Encumbrances. None.

Resolutions.

To Request the Department of Natural Resources and the State Legislature Include Rock County Under §NR 45.09(5)

“NOW, THEREFORE, BE IT RESOLVED by the Rock County Board of Supervisors in session this _____ day of January, 2016 that they request the Department of Natural Resources and the Wisconsin State Legislature take steps to add Rock County to the list of counties included under Administrative Code §NR 45.09(5).

BE IT FURTHER RESOLVED, a copy of this resolution be provided to all Rock County State Legislators, Governor Walker and Secretary of Natural Resources, Cathy L. Stepp.”

Supervisor Thomas moved to approve the above resolution, second by Supervisor Kraft.

Supervisor Knudson handed out pictures of people shooting into wooded areas and pictures of trees that are shot up. He said by having Rock County included in Administrative Code §NR45.09(5) it would allow the Rock County Sheriff’s Office to enforce indiscriminate shooting.

Mr. Moore handed around a picture he took a few weeks ago only one-half mile from a house, which the DNR did enforce by giving them a ticket. He added that when the Sheriff’s Deputy checked out the incident they had a couple semi-automatic but they could not do anything about it because there were no felonies against them. He said we need to give the Sheriff’s Office some tools to work with.

Captain Maurer said they get calls and when they find out they are occurring on state lands they are not able to do anything as long as they are not a convicted felon, intoxicated, etc.

Supervisor Mawhinney said this resolution is written so it only applies to Town of Avon. Captain Maurer said that is the main area they are called out to.

Moved by Supervisor Mawhinney to change line 29 to read “... occurring in Rock County would not be allowed on state lands”, second by Supervisor Arnold. ADOPTED.

ADOPTED as amended.

Opposition to Senate Bill 432/Assembly Bill 554 Allowing for Privatization of Water Utility

“NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors, duly assembled this _____ day of _____, 2016, does hereby oppose Senate Bill 432/Assembly Bill 554; and,

BE IT FURTHER RESOLVED that the County Clerk be directed to send a copy of this resolution to Rock County’s legislative delegation, the authors of the bill, and the Wisconsin Counties Association.”

Supervisor Sweeney moved approval of the above resolution, second by Supervisor Peer.

Supervisor Zajac said this issue is being addressed throughout the state and needs to go through the Senate.

Supervisor Bussie asked if this would be able to go with the rest of the budget bills to WCA. Mr. Osborne said it is a possibility.

Supervisor Sweeney moved to have line 23 read “... the privatization of municipal water utility...” and strike out the last two lines on the first page of Senate Bill 432 attachment, second by Supervisor Mawhinney. ADOPTED.

ADOPTED as amended.

To Recognize Stephen Drew

“NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors, duly assembled this _____ day of _____, 2016, does hereby recognize Skip Drew for his 26 years of service and extend best wishes to him in his future adventures; and,

BE IT FURTHER RESOLVED that the County Clerk be authorized and directed to furnish a copy of this resolution to Skip Drew.”

Supervisor Brill moved approval of the above resolution, second by Supervisor Bussie. ADOPTED.

Discussion and Possible Action on Establishing the Salary for Rock County Clerk, Register of Deeds, and Treasurer for the 2017-2020 Term. Ms. Mikula handed out copies of what comparable counties are paying for each position as well as what was settled for the Clerk of Court for 2017 and 2018 (attached).

Supervisor Sweeney said an example was set for the other Rock County employees at 1.5% and feels this should continue. Supervisor Bussie said she agrees.

Ms. Mikula said the Sheriff’s salary was a bit different as he was making less than some of the town police chiefs and was pretty close to the Rock County Chief Deputy’s salary.

Moved by Supervisor Mawhinney to postpone action to the next meeting to review the information given, second by Supervisor Sweeney. POSTPONED to the next meeting.

Discussion on Compensation Study. Ms. Mikula handed out a draft of the 2016 Rock County Position Classification and Compensation Study and went over it. She said some of the positions within the county are very similar and should be compared to each other.

Ms. Mikula went over the Point Factor Analysis that will be used and explained how it would work, what the percentages they will be using and points assigned. She said some of the percentages and points may change depending on if a position requires, for example, a Master's Degree.

Ms. Mikula went over the proposed timeline for the study and answered questions.

Supervisor Sweeney said it is important for the employees to understand the process. He said this is a similar process to how the PACE Program study was done and it worked very well.

Supervisor Bussie said if this was a work in progress that could be changed. Ms. Mikula replied it was.

Chair Podzilni suggested monthly updates.

Executive Session: Supervisors Sweeney and Mawhinney moved to go into Executive Session at 5:09 P.M. per Section 19.85(1)(g), Wis. Stats. – Confer with Legal Counsel Regarding Pending Litigation. ADOPTED on a roll call vote with the following: Ayes – Supervisors Mawhinney, Sweeney, Thomas, Brill, Bussie, Arnold, Peer, Kraft and Podzilini. All present.

Supervisor Arnold moved to go out of Executive Session at 5:13 P.M., second by Supervisor Bussie. ADOPTED.

Adjournment. Supervisor Arnold moved adjournment at 5:13 P.M., second by Supervisor Peer. ADOPTED.

Respectfully submitted,

Marilyn Bondehagen
Confidential Administrative Assistant

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.

Discussion County Board Staff February 23, 2016

3 Positions scheduled for Election for the 2017-2020 Term: County Clerk, Register of Deeds, and Treasurer

Previous Salary		% Increase	RC Employee % Increase
1/1/2013	\$70,301.09	0%	1.5%
1/1/2014	\$71,004.10	1%	1.5%
1/1/2015	\$72,069.16	1.5%	1.5%
1/1/2016	\$73,510.54	2%	1.25%

Clerk of Courts Term 2015-2018 Salary

1/1/2015	\$72,069.16	4.07%
1/1/2016	\$73,510.54	2%
1/1/2017	\$74,980.00	2%
1/1/2018	\$76,480.00	2%

County Clerk, Register of Deeds, and Treasurer

1/1/2017

1/1/2018

1/1/2019

1/1/2020

County Clerk

County	2016 Salary	2016 % Increase	2017 Salary	2017 % Increase	2018 Salary	2018 % Increase	2019 Salary	2019 % Increase	2020 Salary	2020 % Increase
Rock	\$ 73,510.54	2.00%								
Brown	\$ 69,000.00	0.00%	\$ 73,700.00	6.81%	\$ 75,700.00	2.71%	\$ 75,700.00	0.00%	\$ 75,700.00	0.00%
Kenosha	\$ 79,373.00	1.30%	\$ 80,564.00	1.50%	\$ 81,772.00	1.50%	\$ 82,999.00	1.50%	\$ 84,244.00	1.50%
Marathon	\$ 72,738.00	12.44%	\$ 81,786.00	**				**		**
Outagamie	\$ 69,684.00									
Racine	\$ 72,527.00	0.00%								
Sheboygan	\$ 64,872.00	0.00%								
Walworth	\$ 68,682.00	1.00%	\$ 70,055.64	2.00%	\$ 71,456.75	2.00%	\$ 72,885.89	2.00%	\$ 74,343.61	2.00%
Winnebago	\$ 72,661.00	2.00%	\$ 73,751.00	1.50%	\$ 74,857.00	1.50%	\$ 75,980.00	1.50%	\$ 77,120.00	1.50%
Other Counties										
Jefferson	\$ 73,112.00	1.50%	\$ 77,563.20	6.09%	\$ 78,332.80	0.99%	\$ 79,123.20	1.01%	\$ 79,913.60	1.00%
Washington	\$ 68,663.01	2.00%	\$ 73,126.00		\$ 74,589.00		\$ 76,080.00		\$ 77,602.00	
LaCrosse	\$ 73,385.00	2.00%								
Average	\$ 71,517.30		\$ 75,792.26							
RC Compa Ratio	\$ 1.03									

** Marathon County - Receive the average of the annual adjustments provided to other County Department Heads

Register of Deeds

County	2016 Salary	2016 % Increase	2017 Salary	2017 % Increase	2018 Salary	2018 % Increase	2019 Salary	2019 % Increase	2020 Salary	2020 % Increase
Rock	\$ 73,510.54	2.00%								
Brown	\$ 69,000.00	0.00%	\$ 73,700.00	6.81%	\$ 75,700.00	2.71%	\$ 75,700.00	0.00%	\$ 75,700.00	0.00%
Kenosha	\$ 79,373.00	1.30%	\$ 80,564.00	1.50%	\$ 81,772.00	1.50%	\$ 82,999.00	1.50%	\$ 84,244.00	1.50%
Marathon	\$ 69,098.00	-2.42%	\$ 67,424.00	**					**	
Outagamie	\$ 71,774.00									
Racine	\$ 72,527.00	0.00%								
Sheboygan	\$ 63,416.00	0.00%								
Walworth	\$ 68,682.00	1.00%	\$ 70,055.64	2.00%	\$ 71,456.75	2.00%	\$ 72,885.89	2.00%	\$ 74,343.61	2.00%
Winnebago	\$ 72,661.00	2.00%	\$ 73,751.00	1.50%	\$ 74,857.00	1.50%	\$ 75,980.00	1.50%	\$ 77,120.00	1.50%
Other Counties										
Jefferson	\$ 62,628.80	1.01%	\$ 68,848.00	9.93%	\$ 69,534.40	1.00%	\$ 70,022.80	0.70%	\$ 70,928.00	1.29%
Washington	\$ 68,663.01	2.00%	\$ 73,126.00	6.50%	\$ 74,589.00	2.00%	\$ 76,080.00	2.00%	\$ 77,602.00	2.00%
LaCrosse	\$ 73,385.00	2.00%								
Average	\$ 70,393.20		\$ 72,495.52							
RC Compa Ratio	\$ 1.04									

** Marathon County - Receive the average of the annual adjustments provided to other County Department Heads

Treasurer

County	2016 Salary	2016 % Increase	2017 Salary	2017 % Increase	2018 Salary	2018 % Increase	2019 Salary	2019 % Increase	2020 Salary	2020 % Increase
Rock	\$ 73,510.54	2.00%								
Brown	\$ 69,000.00	0.00%	\$ 73,700.00	6.81%	\$ 75,700.00	2.71%	\$ 75,700.00	0.00%	\$ 75,700.00	0.00%
Kenosha	\$ 79,373.00	1.30%	\$ 80,564.00	1.50%	\$ 81,772.00	1.50%	\$ 82,999.00	1.50%	\$ 84,244.00	1.50%
Marathon	\$ 69,098.00	4.07%	\$ 71,913.00	**		**		**		**
Outagamie	\$ 71,774.00									
Racine	\$ 72,527.00	0.00%								
Sheboygan	\$ 63,615.00	0.00%								
Walworth	\$ 68,682.00	1.00%	\$ 70,055.64	2.00%	\$ 71,456.75	2.00%	\$ 72,885.89	2.00%	\$ 74,343.61	2.00%
Winnebago	\$ 72,661.00	2.00%	\$ 73,751.00	1.50%	\$ 74,857.00	1.50%	\$ 75,980.00	1.50%	\$ 77,120.00	1.50%
Other Counties										
Jefferson	\$ 64,022.40	0.98%	\$ 68,848.00	7.54%	\$ 69,534.40	1.00%	\$ 70,220.80	0.99%	\$ 70,928.00	1.01%
Washington	\$ 68,663.01	2.00%	\$ 73,126.00	6.50%	\$ 74,589.00	2.00%	\$ 76,080.00	2.00%	\$ 77,602.00	2.00%
LaCrosse	\$ 73,385.00	2.00%								
Average	\$ 70,525.91		\$ 73,136.81							
RC Compa Ratio	\$ 1.04									

** Marathon County - Receive the average of the annual adjustments provided to other County Department Heads