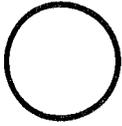


EXECUTIVE COMMITTEE

DATE: Tuesday, May 21, 2019
TIME: 8:30 a.m.
LOCATION: Courthouse – Room 317A
Wisconsin Rapids, WI

1. Call meeting to order
2. Public comments
3. Approve resolution to address positions identified as being below market.
4. Approve resolution for sale of tax deed property
5. Consider addition of a fourth financial advisor firm to be interviewed by the Committee
6. Adjourn



RESOLUTION# _____

Introduced by Executive Committee
Page 1 of 2

Motion:	Adopted:	<input type="checkbox"/>
1 st _____	Lost:	<input type="checkbox"/>
2 nd _____	Tabled:	<input type="checkbox"/>
No: _____ Yes: _____	Absent:	<input type="checkbox"/>
Number of votes required:		
<input type="checkbox"/> Majority	<input checked="" type="checkbox"/> Two-thirds	
Reviewed by: _____, Corp Counsel		
Reviewed by: _____, Finance Dir.		

INTENT & SYNOPSIS: To align the wages for certain positions identified as being substantially below market and adjust the wage grades of those positions to place Wood County in the best situation to recruit and retain talented employees.

FISCAL NOTE: To Transfer \$18,739 from Human Resources budget (51436) and \$2,851 from the available funds in contingency (51590) to Sheriff (52710) and Edgewater (54219). At the time of this request the funds available in contingency are \$304,465.13. The adjustment to the budget is as follows:

Account	Account Name	Debit	Credit
52710	Sheriff-Jail		\$16,545
54219	Edgewater-Administration		\$5,045
51435	Human Resources Programs	\$18,739	
51590	Contingency	\$2,851	
		\$21,590	\$21,590

		NO	YES	A
1	LaFontaine, D			
2	Rozar, D			
3	Feirer, M			
4	Zaleski, J			
5	Fisher, A			
6	Breu, A			
7	Ashbeck, R			
8	Hahn, J			
9	Winch, W			
10	Holbrook, M			
11	Curry, K			
12	Machon, D			
13	Hokamp, M			
14	Polach, D			
15	Clendenning, B			
16	Pliml, L			
17	Zurfluh, J			
18	Hamilton, B			
19	Leichtnam, B			

WHEREAS, through a consultancy firm, the County conducted a market review of its positions in early 2018 and the review identified over 20 positions within the County that were significantly below the market average (under 94%), and

WHEREAS, the talent landscape is proving increasingly more challenging to recruit and retain qualified employees due to many factors but largely skill shortages and talent competition, and

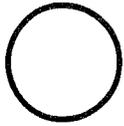
WHEREAS, providing competitive and equitable wages to our workforce is advantageous to the County, and

WHEREAS, the purpose of the County's Wage Plan is to provide "a fair rate of pay for all positions, compared to both internal comparable positions and similar comparable positions outside of Wood County employment", and

WHEREAS, the County has budgeted for merit pay (\$9,739) and tuition reimbursement (\$12,000 budgeted; \$3,000 would remain in the fund for future requests) for the 2019 fiscal year but there are no approved parameters in place to equitably distribute merit pay and there have not been any approved requests thus far in 2019 for tuition reimbursement.

WHEREAS, the following positions have been identified as being below market and would be adjusted as indicated to bring the incumbent employee to the Step in their new Grade that is closest to their current rate of pay, without a decrease in pay:

Department	Job Title	Wage Grade Impact	Net Financial Impact
Corp Counsel	Corp Counsel	Grade 18 to Grade 20	None, cost of \$315 within 2019 department budget
Finance	Finance Director	Grade 17 to Grade 18	None, cost of \$969 within 2019 department budget
Edgewater	Administrator	Grade 16 to Grade 18	Total impact is \$8,529. The department is able to absorb \$3,484 in
	Registered Nurse	Grade 20 to Grade 10	



RESOLUTION#

Introduced by Executive Committee
Page 2 of 2

			the department budget for a net impact of \$5,045.
Highway	Highway Commissioner	Grade 16 to Grade 17	None, cost of \$1,860 within 2019 department budget
	Equipment Operator	Grade 6 to Grade 7	
Maintenance	Maintenance Spec	Grade 6 to Grade 7	None, cost of \$2,916 within 2019 department budget
	Maintenance Tech	Grade 5 to Grade 6	
Norwood	Administrator	Grade 16 to Grade 18	None, cost of \$9,462 within 2019 department budget
	Food Services Supervisor	Grade 7 to Grade 9	
	Registered Nurse	Grade 9 to Grade 10	
	Maintenance Spec	Grade 6 to Grade 7	
	Maintenance Tech	Grade 5 to Grade 6	
Parks & Forestry	Parks & Forestry Director	Grade 13 to Grade 14	None, cost of \$457 within 2019 department budget
Planning & Zoning	Code Administrator	Grade 8 to Grade 9	None, cost of \$482 within 2019 department budget
Sheriff	Corrections Officer	Grade 6 to Grade 7	Total impact is \$32,545. The department is able to absorb \$16,000 in the department budget for a net impact of \$16,545.
	Jail Sergeant	Grade 7 to Grade 8	
	Admin Lead Officer	Grade 7 to Grade 8	
Human Services	Human Services Director	Grade 18 to Grade 20	None, cost of \$6,895 within 2019 department budget
	Licensed Mental Health Professional	Grade 11 to Grade 12	
	Mental Health Therapist	Grade 11 to Grade 12	
	Mental Health/ SAC	Grade 11 to Grade 12	
	Economic Support Supervisor	Grade 9 to Grade 10	
	Social Work Manager-Behavioral Health	Grade 12 to Grade 13	
IT	IT Director	Grade 16 to Grade 18	None, cost of \$956 within 2019 department budget
Treasurer	Real Property Lister	Grade 6 to Grade 7	None, cost of \$506 within 2019 department budget

WHEREAS, the current Wood County Pay Structure maxes out at Grade 18 and needs two additional Salary Grades added to bring certain positions identified above in line with the market.

THEREFORE BE IT RESOLVED, to amend the Wood County budget for 2019 to transfer \$2,851 from the Contingency Account (51590) and \$18,739 from Human Resources Programs (51435) to the Sheriff's Department (52710) and Edgewater Haven (54219), and

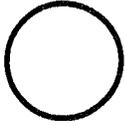
BE IT FURTHER RESOLVED, that employees in the positions and departments identified above will be placed in their new Salary Grade at the Step closest to their current rate of pay, without a decrease in pay, effective July 1, 2019, and

BE IT FURTHER RESOLVED, the attached 2019 Wood County Pay Structure is approved, and

BE IT FURTHER RESOLVED, that the County Clerk shall publish a class one notice of this resolution within ten days.

PROPOSED 2019 WOOD COUNTY PAY STRUCTURE 2% Increase

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
20	\$ 48.45	\$ 49.69	\$ 50.97	\$ 52.28	\$ 53.62	\$ 54.99	\$ 56.37	\$ 57.77	\$ 59.22	\$ 60.70	\$ 62.22
	\$ 100,776.00	\$ 103,355.20	\$ 106,017.60	\$ 108,742.40	\$ 111,529.60	\$ 114,379.20	\$ 117,249.60	\$ 120,161.60	\$ 123,177.60	\$ 126,256.00	\$ 129,417.60
19	\$ 46.14	\$ 47.33	\$ 48.54	\$ 49.78	\$ 51.06	\$ 52.37	\$ 53.68	\$ 55.02	\$ 56.40	\$ 57.81	\$ 59.25
	\$ 95,971.20	\$ 98,446.40	\$ 100,963.20	\$ 103,542.40	\$ 106,204.80	\$ 108,929.60	\$ 111,654.40	\$ 114,441.60	\$ 117,312.00	\$ 120,244.80	\$ 123,240.00
18	\$ 43.66	\$ 44.90	\$ 46.14	\$ 47.38	\$ 48.62	\$ 49.88	\$ 51.12	\$ 52.38	\$ 53.61	\$ 54.86	\$ 56.11
	\$ 90,812.80	\$ 93,392.00	\$ 95,971.20	\$ 98,550.40	\$ 101,129.60	\$ 103,750.40	\$ 106,329.60	\$ 108,950.40	\$ 111,508.80	\$ 114,108.80	\$ 116,708.80
17	\$ 40.69	\$ 41.85	\$ 43.02	\$ 44.18	\$ 45.34	\$ 46.49	\$ 47.67	\$ 48.83	\$ 50.00	\$ 51.15	\$ 52.33
	\$ 84,635.20	\$ 87,048.00	\$ 89,481.60	\$ 91,894.40	\$ 94,307.20	\$ 96,699.20	\$ 99,153.60	\$ 101,566.40	\$ 104,000.00	\$ 106,392.00	\$ 108,846.40
16	\$ 38.71	\$ 39.82	\$ 40.93	\$ 42.03	\$ 43.14	\$ 44.25	\$ 45.35	\$ 46.45	\$ 47.55	\$ 48.67	\$ 49.78
	\$ 80,516.80	\$ 82,825.60	\$ 85,134.40	\$ 87,422.40	\$ 89,731.20	\$ 92,040.00	\$ 94,328.00	\$ 96,616.00	\$ 98,904.00	\$ 101,233.60	\$ 103,542.40
15	\$ 36.75	\$ 37.80	\$ 38.85	\$ 39.89	\$ 40.94	\$ 41.99	\$ 43.04	\$ 44.09	\$ 45.15	\$ 46.19	\$ 47.24
	\$ 76,440.00	\$ 78,624.00	\$ 80,808.00	\$ 82,971.20	\$ 85,155.20	\$ 87,339.20	\$ 89,523.20	\$ 91,707.20	\$ 93,912.00	\$ 96,075.20	\$ 98,259.20
14	\$ 34.77	\$ 35.76	\$ 36.76	\$ 37.75	\$ 38.73	\$ 39.73	\$ 40.73	\$ 41.72	\$ 42.72	\$ 43.72	\$ 44.71
	\$ 72,321.60	\$ 74,380.80	\$ 76,460.80	\$ 78,520.00	\$ 80,558.40	\$ 82,638.40	\$ 84,718.40	\$ 86,777.60	\$ 88,857.60	\$ 90,937.60	\$ 92,996.80
13	\$ 32.80	\$ 33.74	\$ 34.68	\$ 35.62	\$ 36.55	\$ 37.49	\$ 38.43	\$ 39.36	\$ 40.29	\$ 41.24	\$ 42.17
	\$ 68,224.00	\$ 70,179.20	\$ 72,134.40	\$ 74,089.60	\$ 76,024.00	\$ 77,979.20	\$ 79,934.40	\$ 81,868.80	\$ 83,803.20	\$ 85,779.20	\$ 87,713.60
12	\$ 30.82	\$ 31.70	\$ 32.60	\$ 33.48	\$ 34.35	\$ 35.24	\$ 36.10	\$ 37.00	\$ 37.88	\$ 38.76	\$ 39.64
	\$ 64,105.60	\$ 65,936.00	\$ 67,808.00	\$ 69,638.40	\$ 71,448.00	\$ 73,299.20	\$ 75,088.00	\$ 76,960.00	\$ 78,790.40	\$ 80,620.80	\$ 82,451.20
11	\$ 28.85	\$ 29.67	\$ 30.51	\$ 31.33	\$ 32.16	\$ 32.97	\$ 33.80	\$ 34.63	\$ 35.45	\$ 36.28	\$ 37.09
	\$ 60,008.00	\$ 61,713.60	\$ 63,460.80	\$ 65,166.40	\$ 66,892.80	\$ 68,577.60	\$ 70,304.00	\$ 72,030.40	\$ 73,736.00	\$ 75,462.40	\$ 77,147.20
10	\$ 26.90	\$ 27.64	\$ 28.43	\$ 29.19	\$ 29.96	\$ 30.71	\$ 31.52	\$ 32.29	\$ 33.08	\$ 33.86	\$ 34.56
	\$ 55,952.00	\$ 57,491.20	\$ 59,134.40	\$ 60,715.20	\$ 62,316.80	\$ 63,876.80	\$ 65,561.60	\$ 67,163.20	\$ 68,806.40	\$ 70,428.80	\$ 71,884.80
9	\$ 24.92	\$ 25.61	\$ 26.34	\$ 27.05	\$ 27.75	\$ 28.48	\$ 29.19	\$ 29.89	\$ 30.61	\$ 31.31	\$ 32.03
	\$ 51,833.60	\$ 53,268.80	\$ 54,787.20	\$ 56,264.00	\$ 57,720.00	\$ 59,238.40	\$ 60,715.20	\$ 62,171.20	\$ 63,668.80	\$ 65,124.80	\$ 66,622.40
8	\$ 22.94	\$ 23.59	\$ 24.26	\$ 24.91	\$ 25.55	\$ 26.21	\$ 26.88	\$ 27.53	\$ 28.18	\$ 28.84	\$ 29.50
	\$ 47,715.20	\$ 49,067.20	\$ 50,460.80	\$ 51,812.80	\$ 53,144.00	\$ 54,516.80	\$ 55,910.40	\$ 57,262.40	\$ 58,614.40	\$ 59,987.20	\$ 61,360.00
7	\$ 20.96	\$ 21.56	\$ 22.16	\$ 22.78	\$ 23.35	\$ 23.96	\$ 24.55	\$ 25.15	\$ 25.78	\$ 26.36	\$ 26.96
	\$ 43,596.80	\$ 44,844.80	\$ 46,092.80	\$ 47,382.40	\$ 48,568.00	\$ 49,836.80	\$ 51,064.00	\$ 52,312.00	\$ 53,622.40	\$ 54,828.80	\$ 56,076.80
6	\$ 18.97	\$ 19.54	\$ 20.07	\$ 20.62	\$ 21.15	\$ 21.72	\$ 22.25	\$ 22.80	\$ 23.33	\$ 23.88	\$ 24.42
	\$ 39,457.60	\$ 40,643.20	\$ 41,745.60	\$ 42,889.60	\$ 43,992.00	\$ 45,177.60	\$ 46,280.00	\$ 47,424.00	\$ 48,526.40	\$ 49,670.40	\$ 50,793.60
5	\$ 17.10	\$ 17.58	\$ 18.06	\$ 18.56	\$ 19.04	\$ 19.54	\$ 20.03	\$ 20.51	\$ 20.99	\$ 21.48	\$ 21.97
	\$ 35,568.00	\$ 36,566.40	\$ 37,564.80	\$ 38,604.80	\$ 39,603.20	\$ 40,643.20	\$ 41,662.40	\$ 42,660.80	\$ 43,659.20	\$ 44,678.40	\$ 45,697.60
4	\$ 15.39	\$ 15.81	\$ 16.25	\$ 16.70	\$ 17.14	\$ 17.58	\$ 18.02	\$ 18.45	\$ 18.89	\$ 19.32	\$ 19.78
	\$ 32,011.20	\$ 32,884.80	\$ 33,800.00	\$ 34,736.00	\$ 35,651.20	\$ 36,566.40	\$ 37,481.60	\$ 38,376.00	\$ 39,291.20	\$ 40,185.60	\$ 41,142.40
3	\$ 13.85	\$ 14.24	\$ 14.64	\$ 15.03	\$ 15.43	\$ 15.82	\$ 16.21	\$ 16.62	\$ 17.01	\$ 17.40	\$ 17.80
	\$ 28,808.00	\$ 29,619.20	\$ 30,451.20	\$ 31,262.40	\$ 32,094.40	\$ 32,905.60	\$ 33,716.80	\$ 34,569.60	\$ 35,380.80	\$ 36,192.00	\$ 37,024.00
2	\$ 12.46	\$ 12.81	\$ 13.17	\$ 13.53	\$ 13.88	\$ 14.24	\$ 14.60	\$ 14.95	\$ 15.31	\$ 15.67	\$ 16.02
	\$ 25,916.80	\$ 26,644.80	\$ 27,393.60	\$ 28,142.40	\$ 28,870.40	\$ 29,619.20	\$ 30,368.00	\$ 31,096.00	\$ 31,844.80	\$ 32,593.60	\$ 33,321.60
1	\$ 11.22	\$ 11.53	\$ 11.85	\$ 12.17	\$ 12.50	\$ 12.82	\$ 13.14	\$ 13.46	\$ 13.77	\$ 14.10	\$ 14.42
	\$ 23,337.60	\$ 23,982.40	\$ 24,648.00	\$ 25,313.60	\$ 26,000.00	\$ 26,665.60	\$ 27,331.20	\$ 27,996.80	\$ 28,641.60	\$ 29,328.00	\$ 29,993.60



RESOLUTION# _____

Introduced by EXECUTIVE COMMITTEE
Page 1 of 1

ITEM# _____

DATE May 21, 2019

Effective Date May 21, 2019

Committee _____

CAK

Motion:	Adopted: <input type="checkbox"/>
1 st _____	Lost: <input type="checkbox"/>
2 nd _____	Tabled: <input type="checkbox"/>
No: _____ Yes: _____	Absent: _____
Number of votes required:	
<input checked="" type="checkbox"/> Majority	<input type="checkbox"/> Two-thirds
Reviewed by: <u>PAK</u> , Corp Counsel	
Reviewed by: <u>MAC</u> , Finance Dir.	

INTENT & SYNOPSIS: To accept offer of sale of tax deed property.

FISCAL NOTE:

Offered Amount	\$500.00
Easement Payments	2,630.00
R.E. Taxes	(41,193.89)
Tax Deed Expense	(1,588.19)

LOSS \$39,652.08

		NO	YES	A
1	LaFontaine, D			
2	Rozar, D			
3	Feirer, M			
4	Zaleski, J			
5	Fischer, A			
6	Breu, A			
7	Ashbeck, R			
8	Hahn, J			
9	Winch, W			
10	Holbrook, M			
11	Curry, K			
12	Machon, D			
13	Hokamp, M			
14	Polach, D			
15	Clendenning, B			
16	Pliml, L			
17	Zurfluh, J			
18	Hamilton, B			
19	Leichtnam, B			

WHEREAS, during the sealed bid process no offer was received on the below mentioned property, and,

WHEREAS, an open bid process was held and this was the best offer received on the below mentioned property, and,

WHEREAS, it is beneficial for Wood County to sell tax deed property so as to obtain deficient tax revenues and to place the property back on the tax roll:

THEREFORE BE IT RESOLVED, that the following offer be accepted

City of Wisconsin Rapids

34-07803 Lot 4 and 5 of Block 5 of the Subdivision of the Southeast one-quarter of the Northwest one-quarter of Section 17, Township 22 North, Range 6 East, according to the Sargent's Plat of the City of Grand Rapids, now City of Wisconsin Rapids, Wood County, Wisconsin, excepting that portion of Lot 4 taken for highway purposes, as recorded in Volume 405 of Deeds, Page 208 and also excepting land described in Document No. 879475, Wood County Records.

OFFERED AMOUNT
\$500.00

APPRAISED AMOUNT
\$50,000.00

Property is located at 711 E Grand Ave., City of Wisconsin Rapids.