

Walworth County Board of Supervisors
Human Resources Committee Meeting Minutes
Wednesday, April 26, 2023
Walworth County Government Center, County Board Room 114
100 West Walworth Street, Elkhorn, Wisconsin

Chair Susan Pruessing called the meeting to order at 3:30 p.m.

Roll call was conducted and the following members were present: Chair Susan Pruessing; and Supervisors Kathy Ingersoll, Joanne Laufenberg, and Kenneth Monroe. Vice-Chair Ryan Simons was absent. A quorum was declared.

Others in Attendance

County Board Supervisors: Brian Holt

County Staff: Walworth County Administrator Mark W. Luberda; Director-Human Resources Kate Bishop; Corporation Counsel/Director of Land Use and Resource Management Michael Cotter; Benefits Manager Josh Pollock; Sheriff Dave Gerber; Director-Health and Human Services/Superintendent of County Institutions Carlo Nevicosi; and Director-Finance Jessica Conley.

On motion by Supervisor Ingersoll, second by Supervisor Laufenberg, the agenda was approved with no withdrawals.

On motion by Supervisor Monroe, second by Supervisor Laufenberg, the March 22, 2023 Human Resources Committee meeting minutes were approved.

Public Comment – There was none.

New Business

7a) Ord. No. ****-05/23 Amending Section 15-321 of the Walworth County Code of Ordinances Relating to Overtime Pay

Director-Human Resources (HR) Kate Bishop explained, Sheriff Dave Gerber is requesting an expansion to this ordinance to allow Correction Officers the opportunity to fulfill operational needs during concerts at Alpine Valley. In recent years, there has been difficulty obtaining help from local agencies to assist with these events so Wisconsin State Patrol has been utilized instead. This has created a financial burden due to the need to reimburse significant travel time for these Troopers. Gerber elaborated further by stating, the ability to utilize the expertise of corrections management staff like Corrections Sergeants, Superintendents, or the Jail Administrator, would be very beneficial should a major incident occur. He also noted, there is a ticket surcharge of \$2.20 per ticket which goes to the Sheriff's Office to cover operating costs associated with these events. **Supervisor Monroe offered a motion, second by Supervisor Ingersoll, to approve the ordinance Amending Section 15-321 of the Walworth County Code of Ordinances Relating to Overtime Pay. Motion carried 4-0.**

7b) Res. No. *-05/23 Authorizing the Creation of a Casual Independent Living Support Specialist Position in the Health and Human Services Department

Bishop stated, the Aging and Disability Resource Center (ADRC) Division of Health and Human Services (HHS) has received a Department of Health Services Independent Living Supports Pilot (ILSP) program grant. The creation of a Casual Independent Living Support Specialist Position is being requested to administer this program. The fiscal impact of this position will be covered by grant funds. Director-Health and Human Services/Superintendent of County Institutions Carlo Nevicosi explained, this is an extension of an existing program and this would expand service to previously ineligible individuals. Director-Finance Jessica Conley clarified that the fiscal impact of \$14,322 listed in this resolution should be \$0, as the purpose of this resolution is for the creation of the position. Funding for the position will be addressed in a separate resolution which will be addressed by the Finance Committee. The budget and fiscal impact language will be fixed prior to it moving forward to the County Board. **Supervisor Laufenberg offered a motion, second by Supervisor Monroe, to approve the resolution Authorizing the Creation of a Casual Independent Living Support Specialist Position in the Health and Human Services Department. Motion carried 4-0.**

7c) Discussion on Amending Section 15-333(h) of the Walworth County Code of Ordinances Relating to Pay Plan Administration- Promotion

Bishop highlighted her Memorandum on Pages 12-14 of the packet, which outlines a proposed percentage increase to the pay plan administration relative to promotions. She specifically noted the three different increase options selected by HR (Page 14). She also provided a detailed overview of the tables provided on Pages 15-17, discussing various examples of promotions and how the potential increase would be a benefit to each. Supervisor Laufenberg voiced concerns relative to the amount of the proposed promotional increases. Walworth County Administrator Mark W. Luberda discussed how these increases are competitive to the current job market and how this will aid in retention. He also provided examples of how this would be applied. He specifically noted it is sometimes difficult to get internal hourly employees to apply for salary supervisor positions because salaried positions are not eligible for overtime. For some, it is not advantageous for them to apply for these salaried positions due to the significant pay cut they will see by losing the ability to work overtime. **Supervisor Laufenberg offered a motion, second by Chair Pruessing, to table this item to gather more information.** Gerber emphasized the point Luberda made relative to the difficulties in getting hourly staff to apply for salary positions due to the loss of overtime. He noted this would provide benefits to his hourly staff as well. Chair Pruessing expressed that since this is such an important issue, she feels it is appropriate to take more time to consider this change and obtain more information before making a decision. Discussion followed. **Motion carried 4-0.**

7d) Communication Regarding 2023 Wisconsin Act 4

Bishop provided an overview of Benefits Manager Josh Pollock's Memorandum and supporting documentation (Pages 18-26). Effective January 1, 2024, correctional officers will now be classified as protective occupation participants under the Wisconsin Retirement System (WRS). They would be provided such benefits as earlier retirement at 50 years old and access to receiving duty disability benefits. Current correctional officers will have 60 days within the bills effective date to opt out and new correctional officers will have the option to opt out at the time of hire.

Reports

8a) Report of Approved Overfill of a Senior Planner position in Land Use Resource Management per Section 15-18 of the Walworth County Code of Ordinances

Bishop reported a three week overfill of a Senior Planner position in Land Use Resource Management (LURM) due to the retirement of a long time employee.

Reports/announcements by Chairperson – There were none.

Confirmation of next meeting date and time: The next meeting was confirmed for Wednesday, May 17, 2023 at 3:30 p.m.

Adjournment

On motion and second by Supervisor Monroe and Supervisor Laufenberg, Chair Susan Pruessing adjourned the meeting at 4:32 p.m.