



Agenda
General Government Committee
Thursday, October 4, 2018 – 5:00 p.m.
Health & Human Services Center – Community Room
303 W. Chapel Street
Dodgeville, Wisconsin

**Iowa
County
Wisconsin**

For information regarding access for the disabled please call 935-0399.

Any subject on this agenda may become an action item.

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| 1 | Call to order. |
| 2 | Roll Call. |
| 3 | Approve the agenda for this October 4, 2018 meeting. |
| 4 | Approve the minutes of the September 6, 2018 meeting. |
| 5 | Report from committee members and an opportunity for members of the audience to address the committee. No action will be taken. |
| 6 | Consider the Resolution Adjusting the Classification and Compensation Pay Plan Structure. |
| 7 | 2019 Dental Insurance. |
| 8 | Employment Activity Report. |
| 9 | Set date and time for next meeting. (November 1, 2018) |
| 10 | Adjournment. |

Posting verified by the County Clerk's Office: Date: 9/27/18 Initials: GK



Unapproved Minutes
General Government Committee
Thursday, September 6, 2018 – 5:00 pm
Health & Human Services Center – Room 1001
303 W. Chapel Street
Dodgeville, Wisconsin

**Iowa
County
Wisconsin**

1	Chair Ron Benish called the meeting to order at 5:00 p.m.
2	- Roll Call. Members present: Supervisors Ronald Benish, Curt Peterson, Stephen Deal and James Griffiths. Sup. Judy Lindholm was absent. - Others Present: Daniel Nankee, Dixie Edge, Connie Johnson, Rick Klabough, Jake Tarrell, Allison Leitzinger, Larry Bierke and Greg Klusendorf.
3	Sup. Griffiths moved to approve the agenda for this September 6, 2018 meeting. Sup. Deal seconded the motion. Carried. Aye-4 Nay-0
4	Sup. Peterson moved to approve the minutes of the July 12, 2018 meeting. Sup. Griffiths seconded the motion. Carried. Aye-4 Nay-0
5	There were no comments from committee members or the audience.
6	The committee reviewed the proposed 2019 department budgets with: • Register of Deeds Dixie Edge. • Treasurer Connie Johnson. • Information Technology Department Head Rick Klabough. • Environmental Services Director Jake Tarrell. • Employee Relations Director Allison Leitzinger. • County Clerk Greg Klusendorf.
7	Allison went through the 2019 Employee Trust Fund Health Insurance program with the committee. Allison was pleased to inform the committee that the cost to the county for the low deductible option would be \$107,629.92 less than the 2018 allocation. Sup. Peterson moved to approve the Low Deductible Plan with the county paying 85% of the average cost of the three qualifying plans and to forward this to the Executive Committee with a recommendation to approve it. Sup. Griffiths seconded the motion. Carried. Aye-4 Nay-0
8	Allison reviewed the Employment Activity Report with the committee.
9	Sup. Griffiths moved to approve the Resolution Authorizing Participation in the Wisconsin Department of Natural Resources Outdoor Motorized Recreation Trail Aids Program and to forward it to the Board for consideration. Sup. Deal seconded the motion. Carried. Aye-4 Nay-0
10	Sup. Peterson moved to approve the Resolution Supporting Memoranda of Understanding Between Iowa County and Any Municipalities Requesting a Resource Sharing Relationship for Use of the Statewide WisVote Voter Registration System and to forward it to the Board for consideration. Sup. Griffiths seconded the motion. Carried. Aye-4 Nay-0

11	Committee reviewed the Financial Statements ending June 30, 2018.
12	The next meeting date is October 4, 2018 at 5:00 p.m.
13	Sup. Deal moved to adjourn the meeting. Sup. Griffiths seconded the motion. Carried. Aye-4 Nay-0 Meeting adjourned at 6:17 p.m.
Minutes by Greg Klusendorf	

DRAFT

AGENDA ITEM COVER SHEET

Title: Consider the Resolution Adjusting the Classification and Compensation Pa

☒ Original

☐ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

DESCRIPTION OF AGENDA ITEM (Please provide detailed information, including deadline):

Average increase to market in Wisconsin Region 5 (private and public) is 2.20% based up survey results. When speaking with Carlson Dettmann Consulting, I inquired about those numbers and his knowledge into the market. He suggest a 2.5% adjustment to the grid.

RECOMMENDATIONS (IF ANY):

Adjust the pay plan structure by 2.5% (Control Point).
Employees within the structure (Step 2 - Step 6; and Maximum) should receive the adjustment to the grid structure on January 1, 2019.

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

Resolution adjusting the control point of wage structure.

FISCAL IMPACT:

\$260,000 (this is already included in the 2019 Budget numbers)

LEGAL REVIEW PERFORMED:

☐ Yes

☒ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

STAFF PRESENTATION?:

☒ Yes

☐ No

How much time is needed? _____

COMPLETED BY: Allison Leitzinger

DEPT: Employee Relations

2/3 VOTE REQUIRED: ☐ Yes

☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

RESOLUTION NO. _____

TO THE HONRABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, Iowa County Board of Supervisors adopted a classification and compensation pay plan (resolution no 4-0914) for non-represented employees in September of 2014; and

WHEREAS, Iowa County Board of Supervisors are committed to annually monitoring and updating pay plan structure to maintain current market wages, and

WHEREAS, Iowa County General Government Committee has evaluated the 2019 Market Increase Survey information provided to them by Carlson Dettmann Consulting.

NOW THEREFORE, BE IT RESOLVED, that the General Government Committee recommends to the Iowa County Board of Supervisors to adjust the classification and compensation pay plan structure (Step 2 – Step 6 and Maximum) by 2.5%, effective January 1, 2019.

BE IT FURTHER RESOLVED, that Iowa County employees' that are currently on Step 2 – Step 6 and Maximum receive the adjustment to the pay structure on January 1, 2019.

Dated this 4th day of October, 2018

Respectfully submitted by the Iowa County General Government Committee

AGENDA ITEM COVER SHEET

Title: 2019 Dental Insurance

☒ Original

☐ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

DESCRIPTION OF AGENDA ITEM (Please provide detailed information, including deadline):

Iowa County is seeing an increase in Dental Insurance premiums for 2019. The increase is due to the utilization of the plan. In 2018, Iowa County switched to Ameritas because of the plan option available and the savings in premiums.

Currently, Iowa County pays 100% of Single Low Plan and 85% of Family Low Plan. Employees pay the difference in the high plan.

RECOMMENDATIONS (IF ANY):

Continue with Ameritas

ANY ATTACHMENTS? (Only 1 copy is needed)

☒ Yes

☐ No

If yes, please list below:

Cost Analysis

FISCAL IMPACT:

Increase cost of \$12,152.16

LEGAL REVIEW PERFORMED:

☐ Yes

☒ No

PUBLICATION REQUIRED:

☐ Yes

☒ No

STAFF PRESENTATION?:

☐ Yes

☒ No

How much time is needed? _____

COMPLETED BY: Allison Leitzinger _____

DEPT: Employee Relations _____

2/3 VOTE REQUIRED:

☐ Yes

☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

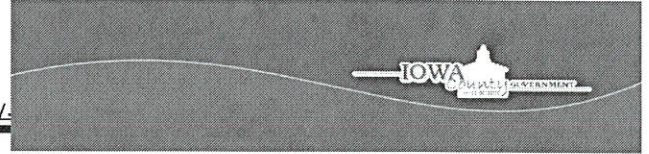
Dental Insurance Analysis - 2019

Cost per plan	Low Plan 1		Total Plans	
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
Total Premium	19.52	60.76	40.04	117.28
Employee Share of Premium	-	9.11	20.52	65.63
County Share of Premium	19.52	51.65	19.52	51.65
Total # of Plans	50.00	114.00		
Proposed 2019 - County's Cost per month	976.00	5,888.10		
Current Cost for Dental				
Total Premium	16.64	51.8	34.12	99.96
Employee Share of Premium	-	7.77	17.48	55.93
County Share of Premium	16.64	44.03	16.64	44.03
Total # of Plans	50.00	114.00		
Current 2018 - County's Cost per month	832.00	5,019.42		
Monthly Increase for 2019 on proposed plan changes	144.00	868.68		
Proposed 2019 Annual Increase	1,728.00	10,424.16		
		12,152.16		

EMPLOYEE RELATIONS

The Courthouse
222 North Iowa Street
Dodgeville, WI 53533-1564

Phone: (608) 935-0374
Fax: (608) 935-0325
allison.leitzinger@iowacounty.gov



TO: General Government Committee
FROM: Allison Leitzinger, Employee Relations Director
DATE: September 27, 2018
RE: Employment Activity Report

Outlined below is the employment activity for September 2018:

- Dispatcher/Correctional Officer (3 vacancies) – Written exam administer on September 26.
- Patrol Deputy –Background screening is in process.
- Highway Accounting Specialist – First review scheduled for September 21.
- Finance Accountant Specialist – First review scheduled for September 21.
- Social Services Department Assistant – New hire started September 24.
- Bloomfield Healthcare MDS Nurse – First review scheduled for October 12.
- Bloomfield Healthcare Nures Manager – First review scheduled for October 19.
- Bloomfield Healthcare Certified Nursing Assistants — 2 New hire starting in October, 6 candidates in the background stage.
- Bloomfield Healthcare Registered Nurse/LPN –ongoing recruitment
- Bloomfield Healthcare Cook – New hire started September 18.
- Bloomfield Healthcare Dietary Aide – New hire starts on October 9.
- Bloomfield Healthcare Laundry/Housekeeping – ongoing recruitment.