

OPERATIONS COMMITTEE MEETING MINUTES

DATE: Tuesday, July 14, 2020
TIME: 9:00 a.m.
PLACE: Wood County Courthouse – Room 114

PRESENT: Ed Wagner, Donna Rozar, Lance Pliml, Adam Fischer, Mike Feirer

OTHERS PRESENT (for part or all of the meeting): Bill Clendenning, Dennis Polach, Ken Curry, Kim McGrath, Kelli Quinnell, Heather Gehrt, Ed Newton, Lori Heideman, Peter Kastenzholz, Lisa Keller, Amy Kaup, Cindy Joosten, Marissa Laher, Jason DeMarco, Randy Dorshorst, Reuben Van Tassel, Trent Miner, Angel Butler-Meddaugh, Brent Vruwink, Adam Dekleyn, Tiffany Ringer, Dawn Schmutzer, Brandon Vruwink, Mary Solheim, Rock Larson, Sue Kunferman, Jo Timmerman, Karli Tomsyck, Jordon Bruce, Jason Grueneberg, Mary Schlagenhaft, Steve Kreuser, Chad Schooley, David Joosten, Patrick Glynn (Carlson Dettmann Consulting), Jacob Syndergaard (Cottingham & Butler), Heather Barber (Carlson Dettmann Consulting)

The meeting was called to order by Chair Wagner at 9:00 a.m.

Public Comments: None.

Rozar arrived at 9:13 a.m.

Human Resources Director McGrath introduced Patrick Glynn, Senior Consultant with Carlson Dettmann Consulting (CDC). Mr. Glynn presented the Committee with a summary of information that was received through interviews with Department Heads in regards to successes and challenges with the current pay structure. Mr. Glynn discussed the market comparisons that CDC utilized for Wood County's Classification & Compensation Study.

Mr. Glynn introduced Jacob Syndergaard, Employee Benefits Consulting with Cottingham & Butler. Mr. Syndergaard performed the benefits analysis portion of the Classification & Compensation Study. Mr. Syndergaard explained the 3 C's analysis (Coverage, Consumption, and Cost Sharing) that Cottingham & Butler utilizes for benefits analysis. He further explained the results of the analysis and how Wood County compares to the state and local employer average. Discussion ensued.

Break at 10:30 a.m. Reconvene at 10:40 a.m.

Mr. Glynn continued the presentation by presenting preliminary data in regards to the market line for Wood County jobs. He explained that most jobs have been benchmarked at this point, and the remaining will be benchmarked over the next couple of weeks. Mr. Glynn stated that the current estimate for the least expensive option of providing every employee with at least an increase (as low as \$0.01) is \$1.1 million to implement, which is a 3.6% increase of total payroll. He presented the Committee with an option to split out the nursing facilities (Edgewater and Norwood) into a separate pay structure. He explained that by doing this, the County could reduce the cost of implementation by approximately \$245,000. Discussion ensued.

Mr. Glynn ended the presentation by asking the Committee to consider three items that need to be determined before the project can be finalized; the type of structure, the model, and financial parameters. Discussion ensued at length. The consensus of the Committee was to have Mr. Glynn bring back options to the Committee with two separate pay structures – one for the nursing facilities and one for all other non-union employees. Rozar questioned Mr. Glynn on red circled employees and if there would be any

with this project. Mr. Glynn stated that there will be red circled employees and current estimates are about 20 employees will be red circled.

Mr. Glynn is tentatively planning on attending the Operations Committee on August 4, 2020 and then again for a special Operations Committee meeting on August 18, 2020, dependent upon the completion of work yet to do.

Chair Wagner declared the meeting adjourned at 12:00 p.m.

Minutes recorded and prepared by Kelli Quinnell. Minutes in draft form until approved at the next meeting.