

EMPLOYEE SALARY AND BENEFITS ADVISORY SUBCOMMITTEE

August 3, 2023

Human Resources Conference Room, Government Services Building 8:15 AM

Members Present

Delores Merrick
Arianna Voegeli
Dan Williams
Kristi Leonard
Andrea Sweeney

Members Absent

Dave Tschudy

Others Present

Olivia Otte

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1. The meeting was called to order by the Chair Delores Merrick at 8:15 am.
 2. Motion by Ari, seconded by Kristi to approve the minutes of the July 20, 2023 meeting. Motion carried on a voice vote.
 3. Discussion of childcare needs and issues for Green County employees. Issues regarding staffing levels at local childcare facilities were discussed; which in turn decrease the availability of childcare slots. The main issues for our employees appears to be care for infants and wrap-around care. Olivia explained that at the end of 2021 GCDC had obtained a grant to support childcare professionals that included signing bonuses, classes and increased wages. Funding from that grant has ended and they will be applying for the grant again. Brainstorming ideas for our employees included paying for childcare slots as a benefit for employees and as a recruitment tool. At issue is whether this is discrimination for all of the other employees who don't need childcare. Other ideas were partnering with the YMCA and local schools or even in-house childcare. Olivia will facilitate the scheduling of a meeting within the next couple of months with area schools and this committee so that we can learn more about Fund 80, which could be a possible funding source for childcare ideas.
 4. Discussion of McGrath Human Resources Group Classification and Compensation Study. This item is on the agenda for the next Finance Committee on August 7, 2023 to discuss funding the implementation of the study results and on the County Board agenda on August 8, 2023 for approval of the Resolution approving the study.
 5. Other items:
 - a. Andrea reported on 2024 budget items: Health Insurance is anticipated to increase 6%; WRS retirement will increase by 0.10%; and she is still working on an across the board COLA increase of 2-3%.
 - b. Andrea discussed the need to educate or refresh Department Heads on the mileage reimbursement guidelines.
 - c. The request by Victoria for a financial commitment for the Green County Leadership Academy was discussed. It was decided that this is a great program and that Ari could put money in her budget for county board members and that Department Heads would just be made aware of the program for their staff. No money would be put aside for county employees. It was discussed that this would be a great program for new Department Heads, especially those new to the community.
 6. Motion by Andria, seconded by Dan to adjourn. Motion carried on a voice vote.