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2 Mr. Hensel recessed the meeting at 9:50 a.m. and reconvened at 10:00 a.m.

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4 **Fair Park/Ag & Industrial Society**

5 The Fair Park request for County funding was presented by AIS Chair/ President Scott Rimmel and
6 Accounting Manager Kris Zamzow. Mr. Johnson presented the base level funding of \$73,446 and
7 the recommended and requested level of funding is \$109,056 (+45% above 2011 levy). The County
8 Fair needs financial support from the County to be successful.

9
10 **DECISION ITEMS FUNDED:**

- 11 1. Include funding for an outside audit, required by the County
12 2. Provide total levy funding in an amount equal to 10% share of County Fair costs

13
14 **OTHER ADJUSTMENTS TO REQUEST:** Beginning with the 2012 Budget, facilities related
15 expenses at Fair Park are no longer budgeted through and billed to the Ag & Industrial Society, but
16 are covered the same way as other county buildings in the Facilities department. The percentage
17 increase calculated for AIS uses 2011 costs following the same method as 2012. The actual amounts
18 budgeted for 2011 remain unadjusted on the County Budget Summary spreadsheet, for historical
19 accuracy. 2010 actual expenses and 2011 projected expenses appear using the old method.

20
21 **ONE MORE THING:** Though no longer billed to the Ag & Industrial Society, the cost of care for
22 Fair Park buildings and grounds, now in the Facilities budget, was given to the Finance Committee
23 for review.

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25 Moved by Mr. Healy, seconded by Ms. Russell, to tentatively approve the Fair Park 2012
26 recommended level of County funding with a levy in the amount of \$79,446. Motion carried with
27 Mr. Bertram voting no.

28
29 **Convention and Visitors Bureau**

30 The Convention and Visitors Bureau request for County funding was presented by Director Elaine
31 Motl. Mr. Johnson presented the Base level funding of \$20,000 and the recommended and requested
32 level is \$30,000 (+50% above the 2011 levy). The Washington County Convention & Visitors
33 Bureau has demonstrated effective marketing with the funds available during 2011. The funding
34 recommended by the Education & Culture Committee is the amount that was requested by the CVB
35 in 2011, and is less than the funding supplied by the County in 2008.

36
37 **DECISION ITEM FUNDED:**

- 38 1. Funding to expand marketing efforts @ \$10,000

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40 Moved by Mr. Healy, seconded by Mr. Borman to tentatively approve the 2012 Convention and
41 Visitors Bureau recommended County level of support with a levy in the amount of \$30,000. Motion
42 carried.

43
44 **Human Resources**

45 The Human Resources budget was presented by Director Peter German. Mr. Johnson presented the
46 base level funding of \$796,003 and the recommended and requested budget is \$796,003 (-2.5%
47 below 2011 levy). One authorized, vacant part-time position in the department is not budgeted for, to
48 keep costs within the Base target.

1
2 **ONE MORE THING:** Health insurance costs for the County continue to be restrained through
3 voluntary, high deductible plans which have been well accepted by employees. Network changes also
4 continue to produce savings, continuing the pattern established with more than a \$1 million in 2010.
5 For the 2012 budget, departments have budgeted for premium costs based on the actual, 2011 pattern
6 of plan selection.

7
8 Moved by Mr. Borman seconded by Mr. Bertram to tentatively approve the Human Resources 2012
9 recommended budget and levy in the amount of \$796,003. Motion carried.

10
11 **2012 Wage Recommendations**

12 Mr. Johnson presented information on the 2012 Wage Recommendations approved by the
13 Administrative Services Committee.

- 14 • Total compensation for the average County employee will be declining in 2012 due to
15 changes in WRS contributions by employees, even if wages increase.
- 16 • For non-represented employees, do not establish any 1/1/2012 cost of living adjustment to the
17 current (old) Pay Plan.
- 18 • Work with Charlie Carlson to propose a new Pay Plan to the County Board for action in
19 March 2012.
- 20 • Plan for some increase to average wages in the new Pay Plan, at a level that the Finance
21 Committee determines is affordable in a 2012 County Budget, with decreased county levy at
22 least to the target level of \$37 million.
- 23 • The design of the new Pay Plan is intended to better bring wage levels of specific county
24 positions to their current value in the marketplace; positions may increase, decrease or be kept
25 the same. The overall fiscal impact of the new Pay Plan will be limited to the average wage
26 levels included in the 2012 County Budget.
- 27 • Plan to implement the new, approved Pay Plan no later than July 1, 2012.
- 28 • Use the Finance Committee average wage limits and the new Pay Plan study as a guide to
29 negotiating fair 2012 wage contracts with labor associations representing county employees.
- 30 • Budget instructions to departments used an average +2% wage adjustment to the current pay
31 plan for all departments/employees except for Samaritan employees covered by a 2012 labor
32 agreement.

33 If the average wage adjustment is reduced to +1.5% the county levy can be reduced by \$144,000;
34 +1.25% would reduce the levy by \$210,000 and +1.0% would reduce the levy by \$276,000.

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36 Moved by Mr. Healy to reduce the wage calculations for all employees to .50%. Motion failed for
37 lack of a second.

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39 The Finance Committee instructed Mr. Johnson to calculate the levy and budget rate changes with
40 wages at 1% and .50% with and without the Transit reduction. These calculations will be reviewed
41 on Wednesday, October 5, 2011 at 9:00 am.

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43 The Finance Committee recessed at 12:02 p.m. until Wednesday, October 5, 2011, at 8:00 a.m.