

EAU CLAIRE COUNTY  
MEETING NOTICE/AGENDA

**COMMITTEE:** Committee on Human Resources  
**DATE:** Friday, October 20, 2017 **TIME:** 1:30 PM  
**PLACE:** Eau Claire County Courthouse, Room 1273  
721 Oxford Avenue, Eau Claire, WI

REASON FOR MEETING: REGULAR

1. Call to Order and Certify Compliance with Open Meetings Law
2. Public Comment
3. Review and approve minutes of the September 15 & September 29, 2017 meetings
4. Human Resources: Information/Discussion- 2018 Benefit Presentation
5. Committee Request: Information/Consideration/Action of Resolution 17-18/065 Repealing Living Wage Ordinance
6. Human Resources: Information/Discussion – Human Resources Update
7. Adjourn

Future Committee on Human Resources Meetings

Where: Room 1273

Time: 1:30p-3:30p

Dates:

- October 20, 2017
- November 10, 2017
- December 8, 2017

Bargaining Dates

October 27, 2017 – 1:30 pm – Room 2550

November 10, 2017 – 2:30pm- Room 3312 and 3341

**COPIES TO:**

County Clerk J. Loomis

County Administrator K. Schauf

Corporation Counsel K. Zehms

Committee on Human Resources: K. Clark/S. Miller/M. Beckfield/J.Gatlin/M. Conlin

Human Resources Department

DATE NOTICE POSTED AND SENT:

PREPARED BY: Jill Mangus, Human Resources Department

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**PLEASE NOTE:** Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 839-4710, (FAX) 839-1669 or 839-4735, tty: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.

**COMMITTEE ON HUMAN RESOURCES**

**Committee on Human Resources**

**Friday, September 15, 2017**

**TIME: 1:30 PM**

**Eau Claire County Courthouse, Room 1301/1302**

**721 Oxford Avenue, Eau Claire, WI**

**MINUTES**

Members Present: Kathleen Clark, Sue Miller, Mark Beckfield, Judith Gatlin, Mike Conlin  
Staff Present: Jamie Gower, Jill Mangus, Kathryn Schauf  
Other Staff Present: Debbie Carlson, Cappy Christenson, Jennifer Speckien, Dave Hayden, Joel Brettingen, Dianne Hughes, Jon Johnson, Diane Cable, Vickie Gardner, Keith Zehms, Amy Wong, Cory Schalinske

Chair Kathleen Clark called the meeting to order and certified compliance with Open Meetings Law at 1:29 p.m.

No public comment.

**Review and approve minutes of the August 18, 2017 meeting:**

Motion Judy Gatlin to approve minutes of the August 18, 2017 meeting as written. Motion carried 5 to 0.

**Human Resources: Consideration/Discussion/Recommendation/Action of the 2018 New, Modified, or Abolished Position Requests**

Motion Mike Conlin to approve the 2018 new, modified, or abolished positions as presented by the Administrator. Motion carried 5-0.

**Human Resources: Consideration/Discussion of ordinance establishing the Eau Claire County Board of Supervisors compensation for the next term of office.**

Motion Judy Gatlin to leave the County Board Supervisor salaries the same for the 2018-2019 term with no changes. Motion carried 5-0.

**Human Resources: Information/Discussion – 2017 Quarter 2 Human Resources Metrics**

No Committee action.

**Adjourn-** 3:28pm.

Respectfully submitted,

Jill Mangus  
Committee Clerk

EAU CLAIRE COUNTY  
MEETING NOTICE/AGENDA

**COMMITTEE:** Committee on Human Resources  
**DATE:** Friday, September 29, 2017 **TIME:** 1:30 PM  
**PLACE:** Eau Claire County Courthouse, Room 3312  
721 Oxford Avenue, Eau Claire, WI

REASON FOR MEETING: Contract Negotiations

Members Present: Judy Gaitlin, Kathy Clark and Sue Miller

Staff: Jamie Gower

Others: Keith Zehms, Paul Zurek, Jeryl Vonderheld, Rick Doty, Brian Trowbridge, Don Henning, Chad Strasburg

1. Call to Order and Certify Compliance with Open Meetings Law  
Kathy Clark called to order at 1:31 p.m.
2. No Public Comment
3. Exchange of Proposals with the Wisconsin Professional Police Association Law Enforcement Employee Relations Division of the Sheriff's Department Non-Supervisory Unit of Eau Claire County  
Proposals for each party were distributed to each member and parties were afforded the opportunity to review and answer questions.
4. Human Resources - Proposed Closed Session pursuant to Wisconsin Statutes 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Motion Judith Gatlin to Adjourn into closed session pursuant to Wisconsin Statutes 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Closed session 2:03 p.m.

5. Adjourn 2:03 p.m.  
Respectfully Submitted,

Jamie Gower  
Human Resources Director

**COPIES TO:**

County Clerk J. Loomis  
County Administrator K. Schauf  
Corporation Counsel K. Zehms  
Committee on Human Resources: K. Clark/S. Miller/M. Beckfield/J.Gatlin/M. Conlin

Human Resources Department

DATE NOTICE POSTED AND SENT:

PREPARED BY: Jill Mangus, Human Resources Department

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## FACT SHEET

### TO FILE NO. 17-18/065

This ordinance repeals Chapter 2.95 of the county code, Living Wage.

On July 19, 2016, the Eau Claire County Board passed the Living Wage Ordinance 16-17/006 which created Chapter 2.95 of the county code, Living Wage. This ordinance (LWO) mandates that Eau Claire County and all 'contractors, subcontractors, and recipients of economic development financial assistance' must pay their employees a wage of 100% of the poverty level for four persons as of January 1, 2017, an amount of \$24,600/year, or \$11.83/hour. This base amount is to increase 3.75% each year until it is 115% of the Federal Poverty level for a family of 4 in 2021.

Per the fact sheet that accompanied the proposed ordinance, this action was taken to ensure that those entities with which the county does business compensate their employees based on equity, adequacy, transparency, and social justice. According to the fact sheet, the intent was to alleviate poverty in persons working on behalf of the county by ensuring that each is paid a living wage. Despite strong evidence to the contrary, it was largely understood that there would be only minor additional costs to the county for services currently being provided by outside contractors, and that, consequentially, there would be minimal impact to services to the poor, the indigent, the elderly, and the disabled.

At this point in time, it is important to ask how effective the ordinance is in helping the poor and the low-income families who have members that provide county services, and what, if any, are the negative consequences of the LWO.

1. How effective the ordinance is in helping the poor and the low-income families who have members that provide county services?

The LWO ordinance focuses on low worker wages and not low family incomes—and because these two conditions are only weakly related—the targeting of minimum wages increases is imprecise. Federal data shows that few of the LWO benefits are likely flowing to poor families, and some are going to quite high-income families. This is a poor use of county funds and taxpayer dollars.

- The majority of low-wage workers, such as teens and spouses, are not in poor families. The Federal CPS data shows that if wages are raised to \$12, only 15% of the benefits will go to poor families. The remaining 85% of the benefits will go to workers who live in families that are not poor and 35% of the benefits will go to families with incomes at least three times the poverty line.
- Most economic studies predict there will likely be some job loss effects, which most likely will affect older, low-skilled adults, the persons most in need of an income.
- Economic studies of poverty rates in states where the minimum wage is increased versus states with no increase generally conclude that there is no statistically significant relationship between

raising the minimum wage and reducing poverty. The findings are, for every dollar of benefit to poor families, there is also a larger benefit to non-poor families. Raising the minimum wage is an inefficient and wasteful redistributive policy.

2. What, if any, are the negative consequences of the LWO?

The ordinance mandates a Living Wage increase of 3.75% each year over the rate of inflation in 2018, 2019, 2020, and 2021. The county's budgeted salary for 2017 was \$31,022,220. The lowest wage on the Eau Claire County pay structure in 2017 is \$13.26. The current Federal Poverty threshold for 2017 for a family of 4 is \$24,600 per year, or \$11.83/hour. Assuming the county maintains the Class-Comp wage structure format it's worked so hard to establish, in order to keep the county wage structure in compliance with the LWO:

- The County must increase its total payroll by an estimated \$3.3 million in 2020.
- The County must increase its total payroll by an estimated \$5.1 million more in 2021.

This amounts to \$8.4 million in cumulative increased salary expenditures over that two year period in today's dollars.

Contractor costs to the County have already begun increasing and will continue to increase each year for four years as current contracts end and are renegotiated. We are seeing these effects already. The County has already had to make extraordinary efforts to continue its Meals on Wheels program because the LWO discouraged former providers from bidding on the program. The County has no ability to absorb these costs increases without cutting services elsewhere.

Fiscal Impact: There will be substantial fiscal impact. Costs for future contracted services will decrease substantially and a projected \$8.4 million dollars of salary increases in 2020 and 2021 will be avoided.

Respectfully Submitted,

Michael Conlin  
County Board Supervisor, District 10