## **NOTICE OF MEETING**

## **HUMAN RESOURCES COMMITTEE**

May 23, 2022 3:30 PM

Administration Building 508 New York Avenue, Conference Room 302 Sheboygan WI 53081

To Join the Meeting Remotely - Dial +1-216-508-0648

Enter Meeting ID: 411 062 297#

Or virtual

https://meet.google.com/rma-uxpu-bhz

Members of the Committee may be appearing remotely. Persons wanting to observe the meeting are encouraged to listen remotely.

## \*AGENDA \*

Call to Order

Certification of Compliance with Open Meeting Law

Approval of Minutes - Human Resources Committee - May 9, 2022

Correspondence - None at time of mailing

Planning and Conservation Director Aaron Brault

- Consideration of Vacant Position Request for Additional AIS Limited Term Employees
- Consideration of Equity Adjustments for Certain Employees

County Treasurer Laura Henning-Lorenz

Consideration of Vacant Position Request for Tax Collection Limited Term Employee

Transportation Director Greg Schnell

Consideration of Vacant Position Request for Airport Intern

Director of Building Services Jim TeBeest

Consideration of Vacant Position Request for Assistant Electrician

Corporation Counsel Crystal Fieber

- Review of Year to Date Budget
- Review of Summary of Previous Months Activities and Hours
- Review of Claims and Litigation Report

**Human Resources Director Dennis Miller** 

- Consideration of Vacant Position Request for Human Resources Generalist-Benefits
- Review of Year to Date Human Resources Department and Benefits Budget
- Human Resources Department updates and comments

## **Review and Approve Vouchers**

Approval of Attendance at Other Meetings or Functions

Adjourn

Prepared by: Hollynn Gahagan, Phone: (920) 459-6481 Recording Secretary

**Edward Procek** Committee Chairperson

NOTES: The Committee welcomes all visitors to listen and observe, but only Committee members and those invited to speak will be permitted to speak.

A majority of the members of the County Board of Supervisors or of any of its committees may be present at this meeting to listen, observe and participate. If a majority of any such body is present, their presence constitutes a "meeting" under the Open Meeting Law as interpreted in State ex rel. Badke v. Greendale Village Board, 173 Wis. 2d 553 (1993), even though the visiting body will take no action at this meeting.

Wis. Stat. §19.84 requires that each meeting of a governmental body be preceded by a public notice setting forth the time, date, place, and subject matter of meeting. This Notice and Agenda is made in fulfillment of this obligation. Electronic versions of this Notice and Agenda may hyperlink to documents being circulated to members in anticipation of the meeting and are accessible to the public for viewing. Additions, subtractions, or modifications of the hyperlinked materials do not constitute an amendment to the meeting agenda unless expressly set forth in an Amended Notice and Agenda. Members of the public are encouraged to check from time to time before the meeting to see whether the hyperlinked content has been changed from what was originally

Persons with disabilities needing assistance to attend or participate are asked to notify Holly Gahagan, 920.459.6481 prior to the meeting so that accommodations may be arranged.

Posted May 19, 2022 10:00 AM

## SHEBOYGAN COUNTY HUMAN RESOURCES COMMITTEE MINUTES

Administration Building 508 New York Avenue – Room 302 Sheboygan WI 53081

May 9, 2022

Called to Order: 3:38 PM

Adiou

Adjourned: 4:11 PM

MEMBERS PRESENT:

Chair Edward Procek, Vice Chair Thomas Wegner, Secretary

Christian Ellis, Committee Members Kathleen Donovan and Carl

Nonhof

ALSO PRESENT:

**In Person:** Human Resources Director Dennis Miller, District Attorney Joel Urmanski, Finance Director Wendy Charnon, Rocky Knoll Administrator Kayla Clinton and Transportation Director Greg

Schnell.

Remote: None

Chairperson Procek called the meeting to order at 3:38 PM, in Conference Room 302 of the Administration Building. A motion was made by Supervisor Wegner. Supervisor Donovan seconded the motion. Motion carried unanimously.

District Attorney Joel Urmanski requested approval for Vacant Position Request for the Victim Witness Coordinator position. A motion was made by Supervisor Wegner. Supervisor Donovan seconded the motion. Motion carried unanimously.

Rocky Knoll Administrator Kayla Clinton requested approval for Vacant Position Request for Area Nurse Manager. A motion was made by Supervisor Wegner. Supervisor Donovan seconded the motion. Motion carried unanimously.

Rocky Knoll Administrator Kayla Clinton requested approval for Vacant Position Request for Health Center Supervisor- Assistant Administrator. A motion was made by Supervisor Donovan. Supervisor Nonhof seconded the motion. Motion carried unanimously.

Rocky Knoll Administrator Kayla Clinton requested approval for a Pay Policy Exception Request. A motion was made by Supervisor Wegner. Supervisor Donovan seconded the motion. Motion carried unanimously.

Finance Director Wendy Charnon requested approval for the Vacant Position Request for Staff Accountant. A motion was made by Supervisor Wegner. Supervisor Ellis seconded the motion. Motion carried unanimously.

Transportation Director Greg Schnell requested approval for the reclassification of the DBM for the Assistant Surveyor/Engineer. A motion was made by Supervisor Wegner. Supervisor Donovan seconded the motion. Motion carried unanimously.

A motion to approve the vouchers as presented was made by Supervisor Procek. Supervisor Ellis seconded the motion. Motion carried unanimously.

## DRAFT

| A motion to adjourn was made by Supervisor Wegner. Supervisor Donovan seconded the motion. |
|--|
| Motion carried unanimously with adjournment at 4:11PM.                                     |

| Hollynn Gahagan     | Christian Ellis |
|---------------------|-----------------|
| Recording Secretary | Secretary       |



## Sheboygan County **VACANT POSITION REQUEST**

(To be completed for all vacant positions)

| WISCONSIN | I |
|-----------|---|

| Date:                                   | 5/10/2022  |  |  |
|---|--|--|--|
| To:                                     |  | ure & Extension Committee Membe  | ers  |
| From:                                   | Aaron Brault   |  |  |
| •                                       | n Request:   |  |  |
| Positio                                 |  |  |  |
| Reasor                                  | ı for Vacancy:   |  |  |
| <u>Justific</u>                         | ation:   |  |  |
|   | ne goals of the grant paying   | ΓΕ position was approved for 20<br>for our AIS positions, made clea                                | 22. Further review of the workload to r the need for an additional LTE   |
| -                                       | g Consideration:<br>ment has considered all alterna  | ate options as it relates to overall s   | taff needs? Yes ⊠ No □   |
| If not, production funded Costs:        | please state the amount over be and if/when we need to con   | udget as well as the proposed sour nplete a budget adjustment for a                                | i⊠ No □ ce of funds: Position is 100% grant any extra hours, we will do so. enefit rates): \$16.50/hr depending on |
|   | Wages  | Benefits   | Total  |
|   | \$17,160   | \$1,533  | \$18,693   |
| (Note: Co                               | sts for health and dental benefits should b  | e net costs, after subtracting revenue from emp  | loyee contributions.)  |
| County                                  | Administrator/Department He  | ad Signature   | Date: 5/10/2022  |
|   | Resources Director Signature   | De A. Will   | Date: 05/10/2022   |
|   | Committee Signature  | In Ablac   | Date: 5/10/2022  |
| Human                                   | Resources Committee Signatu  | re   | Date:  |
| Form Proc<br>1.<br>2.<br>3.<br>4.<br>5. | County Administrator/Department Head<br>County Administrator/Department Head<br>County Administrator/Department Head | refers to Human Resources Director for approval<br>presents VPR to Liaison Committee for approval, |  |

01/2021



## Sheboygan County Planning & Conservation Department

508 New York Avenue

P: (920) 459-1370

Administration Building

P: (920) 459-3060

E: plancon@sheboygancounty.com

Sheboygan, WI 53081-4126 F: (920) 459-1371

Director Aaron C. Brault

## Memo

**TO**:

**PRAECom Members** 

FROM:

Aaron Brault

DATE:

May 10, 2022

RE:

**Equity Adjustments** 

I am requesting equity adjustments for five well-deserving C42 level members of my staff. My request is based on a few simple facts. One, all of the individuals have performed exemplary and what I would consider going above and beyond at various occasions throughout the year. Two, the five individuals have average years of service of 30 years (29.6 to be exact) with the most senior being 37 years and the most junior being 21 years. However, not one of the them is at the midpoint in the salary range table (\$33.10/hr or \$68,847/yr) despite earning pay for performance increases typically in line with the yearly available amount.

It is my understanding the midpoint in our salary table is essentially the "market-rate" for that particular position. As such, I wholeheartedly argue that if an employee is performing well and not requiring any discipline they should be able to reach the midpoint with the tenure's each of these employees possesses. I am therefore proposing a \$2.00/hr increase for each of the five employees. If approved, this will bring three of the five to or just over the midpoint, and two of them much closer.

Fortunately, I have flexibility to pay for the increase without affecting the levy. Our Department's tree sale continues to be a huge success and this year we are anticipating a positive variance (revenues over expenses) of at least \$40,000. The proposed equity increases including benefits equals \$23,894 for a full year so there is sufficient, unexpected, revenue to cover the expense for the remainder of the year (I anticipate the increases going into effect in June after all appropriate committee meetings are held). I am confident that in subsequent years too that these increases will be covered, without levy support, as we have been successful in obtaining grants that cover some of the department's wages.

Employee 1 (33 years of service) would go from \$31.53 to \$33.53

Employee 2 (37 years of service) would go from \$32.15 to \$34.15

Employee 3 (21 years of service) would go from \$26.93 to \$28.93

Employee 4 (27 years of service) would go from \$31.15 to \$33.15

Employee 5 (30 years of service) would go from \$28.93 to \$30.93

Thank you for your consideration.



| <b>Employee</b> | Name: | Karin | Pierce |
|-----------------|-------|-------|--------|
|-----------------|-------|-------|--------|

Effective Date: 6/1/2022

## **Current Title:**

| Years in Position | DBM    | Current         | Current Salary/ |
|-------------------|--------|-----------------|-----------------|
|                   | Rating | Salary Range    | Hourly Rate     |
| 21                | C42    | \$25.81-\$40.38 | \$26.93         |

## **Requested Title:**

| Proposed DBM Rating | Proposed Salary | Proposed           | Percentage of |
|---------------------|-----------------|--------------------|---------------|
|                     | Range           | Salary/Hourly Rate | Change        |
| C42                 | \$25.81-\$40.38 | \$28.93            | 7.43%         |

## Recent Salary History: list reason for adjustment (Initial Period/Annual/Promotion/Etc.)

- 2019 \$25.25
- 2020 \$25.76
- 2021 \$26.15

## Future Potential Pay for Performance Opportunities

- 2022 Initial Period (Generally 6 months) Yes No
- 2022 Annual Pay for Performance Yes No

**County Administrator/Department Head Recommendation:** 

Additional Information and Justification of Request (i.e., please indicate what responsibilities have changed, is the employee performing duties of the requested promotion level, was there further education, has job description changed, etc.)

See attached memo.

|                          | Signature: |   | Date:5/9/2022 |
|--------------------------|------------|---|---------------|
| Human Resources Support: | 1          | 1 |               |

\_\_\_\_\_ Date:

Human Resources Support:

Approve Disapprove Signature:

Date: 05/09/2022

Liaison Committee Action:

Date: 5/09/2022

Date: 5/10 (2

**Human Resources Committee:** 

Department Head completes the SER form following discussion with HR

Department Head presents the SER form to their Liaison Committee for approval/signature

Signature: \_

Department Head presents the SER form to HR Committee for approval/signature

Department Head completes Action Sheet following approval

Approve Disapprove



| Employee Name: Kevin Stange   |                          |  |   |             |  |
|---|--------------------------|--|---|-------------|--|
| Effective Date: 6   | Effective Date: 6/1/2022 |  |   |             |  |
| <b>Current Title:</b>   |                          |  |   |             |  |
| Years in Position 27 Requested Title:   | DBM<br>Rating<br>C42     | Current<br>Salary Range<br>\$25.81-\$40.38 | Current Salary/<br>Hourly Rate<br>\$31.15 |             |  |
| Proposed<br>DBM Ratin<br>C42  | 1                        | Proposed Salary/Hourly Rate \$33.15        | Percentage of Change 6.42%                |             |  |
| Recent Salary History: list reason for adjustment (Initial Period/Annual/Promotion/Etc.)  2019 \$29.06  2020 \$29.79  2021 \$30.24  Future Potential Pay for Performance Opportunities  2022 – Initial Period (Generally 6 months) Yes No  2022 – Annual Pay for Performance Yes No  Additional Information and Justification of Request (i.e., please indicate what responsibilities have changed, is the employee performing duties of the requested promotion level, was there further education, has job description changed, etc.)  See attached memo. |                          |  |   |             |  |
| County Administr  | ator/Department Hea      | ad Recommendation:                         |   |             |  |
|   | Signate                  | ure:                                       | Da  | te:5/9/2022 |  |
| Approve Liaison Committee Approve Approve   | Disapprove Signate       | 1. A                                       | Date: <u>05/09</u>                        | 122         |  |

Department Head completes the SER form following discussion with HR

**Human Resources Committee:** 

☐ Approve ☐ Disapprove

Department Head presents the SER form to their Liaison Committee for approval/signature

Signature: \_

Department Head presents the SER form to HR Committee for approval/signature

Department Head completes Action Sheet following approval

Date:



|  | <b>Employ</b> | yee | Name: | <b>David</b> | Clappes |
|--|---------------|-----|-------|--------------|---------|
|--|---------------|-----|-------|--------------|---------|

Effective Date: 6/1/2022

## **Current Title:**

| Years in Position | DBM    | Current         | Current Salary/ |
|-------------------|--------|-----------------|-----------------|
|                   | Rating | Salary Range    | Hourly Rate     |
| 33                | C42    | \$25.81-\$40.38 | \$31.53         |

## **Requested Title:**

| Proposed DBM Rating | Proposed Salary<br>Range | Proposed Salary/Hourly Rate | Percentage of<br>Change |
|---------------------|--------------------------|-----------------------------|-------------------------|
| C42                 | \$25.81-\$40.38          | \$33.53                     | 6.34%                   |

## Recent Salary History: list reason for adjustment (Initial Period/Annual/Promotion/Etc.)

- 2019 \$29.57
- 2020 \$30.16
- 2021 \$30.61

| <u>Future Potential Pay for Performance Opportunities</u> |
|---|
|---|

- 2022 Initial Period (Generally 6 months) Yes No
- 2022 Annual Pay for Performance X Yes No
- Additional Information and Justification of Request (i.e., please indicate what responsibilities have changed, is the employee performing duties of the requested promotion level, was there further education, has job description changed, etc.)

See attached memo.

| County Administrator | r/Department Head | Recommendation: |
|----------------------|-------------------|-----------------|
|----------------------|-------------------|-----------------|

| County Administrator/Departm   | ent Head Red | commendation: |               |
|--|--------------|---------------|---------------|
|  | Signature:   | ast-          | Date:5/9/2022 |
| Human Resources Support:   |              | 1 1/1/10      | 11            |
| Approve Disapprove Liaison Committee Action:   | Signature: _ | A-A-WIL       |               |
| Approve Disapprove   | Signature: _ | Keith All     | Date: 5/10/22 |
| Human Resources Committee:   |              |               | • /           |
| Approve Disapprove   | Signature: _ |               | Date:         |
| Form Process: Department Head completes the SER form to Department Head presents the SER form to |              |               |               |

Department Head presents the SER form to HR Committee for approval/signature

Department Head completes Action Sheet following approval



| <b>Employee</b> | Name: | Chris | <b>Ertman</b> |
|-----------------|-------|-------|---------------|
|-----------------|-------|-------|---------------|

Effective Date: 6/1/2022

## **Current Title:**

| Years in Position | DBM    | Current         | Current Salary/ |
|-------------------|--------|-----------------|-----------------|
|                   | Rating | Salary Range    | Hourly Rate     |
| 37                | C42    | \$25.81-\$40.38 | \$32.15         |

## **Requested Title:**

| Proposed   | Proposed Salary | Proposed           | Percentage of |
|------------|-----------------|--------------------|---------------|
| DBM Rating | Range           | Salary/Hourly Rate | Change        |
| C42        | \$25.81-\$40.38 | \$34.15            | 6.22%         |

## Recent Salary History: list reason for adjustment (Initial Period/Annual/Promotion/Etc.)

- 2019 \$30.15
- 2020 \$30.75
- 2021 \$31.21

## **Future Potential Pay for Performance Opportunities**

- 2022 Initial Period (Generally 6 months) Yes No
- 2022 Annual Pay for Performance X Yes No
- Additional Information and Justification of Request (i.e., please indicate what responsibilities have changed, is the employee performing duties of the requested promotion level, was there further education, has job description changed, etc.)

See attached memo.

| Count | y Ac | lmi | ni | stra | ato | )r/ | D | er | oa | rtı | m | en | it | Н | ea | d I | Re | 2C( | on | nn | ne | nd | lati | ior | 1: |
|-------|------|-----|----|------|-----|-----|---|----|----|-----|---|----|----|---|----|-----|----|-----|----|----|----|----|------|-----|----|
|-------|------|-----|----|------|-----|-----|---|----|----|-----|---|----|----|---|----|-----|----|-----|----|----|----|----|------|-----|----|

|  | Signature: _        | (B)       |         | Date:5/9/2022   |
|--|---------------------|-----------|---------|---|
| Human Resources Support:                               |                     | 1 1       |         |   |
| Approve Disapprove Liaison Committee Action:           | Signature: _        | 1         |         | 05/09/2022  |
| Approve Disapprove                                     | Signature: _        | Kuth Alla | Date: _ | 5/10/2022   |
| <b>Human Resources Committee:</b>                      |                     |           |         |   |
| ☐ Approve ☐ Disapprove                                 | Signature: _        |           | Date: _ | NAME OF THE PARTY |
| Form Process:  Department Head completes the SER form; | following discussio | n with HR |         |   |

Department Head presents the SER form to their Liaison Committee for approval/signature Department Head presents the SER form to HR Committee for approval/signature Department Head completes Action Sheet following approval



Effective Date: 6/1/2022

## **Current Title:**

| Years in | DBM    | Current         | Current Salary/ |
|----------|--------|-----------------|-----------------|
| Position | Rating | Salary Range    | Hourly Rate     |
| 30       | C42    | \$25.81-\$40.38 | \$28.93         |

## **Requested Title:**

| Proposed DBM Rating | Proposed Salary | Proposed           | Percentage of |
|---------------------|-----------------|--------------------|---------------|
|                     | Range           | Salary/Hourly Rate | Change        |
| C42                 | \$25.81-\$40.38 | \$30.93            | 6.91%         |

## Recent Salary History: list reason for adjustment (Initial Period/Annual/Promotion/Etc.)

- 2019 \$27.13
- 2020 \$27.67
- 2021 \$28.09

## **Future Potential Pay for Performance Opportunities**

- 2022 Initial Period (Generally 6 months) Yes No
- 2022 Annual Pay for Performance 

  ✓ Yes 

  ✓ No
- Additional Information and Justification of Request (i.e., please indicate what responsibilities have changed, is the employee performing duties of the requested promotion level, was there further education, has job description changed, etc.)

See attached memo.

| County Administrator/Department Head Recommendation | n: |
|---|----|
|---|----|

|  | Signature:                   | Date:5/9/2022    |
|--|------------------------------|------------------|
| Human Resources Support:   | 1 4 5                        |                  |
| Approve Disapprove Liaison Committee Action:   | Signature: Leth Aler         | Date:05/09/2022_ |
| Approve Disapprove   | Signature: Lex Alex          | Date:            |
| <b>Human Resources Committee:</b>  |                              | ·                |
| ☐ Approve ☐ Disapprove   | Signature:                   | Date:            |
| Form Process:  Department Head completes the SER form Department Head completes the SER form | following discussion with HR |                  |

Department Head presents the SER form to their Liaison Committee for approval/signature

Department Head presents the SER form to HR Committee for approval/signature

Department Head completes Action Sheet following approval



## Sheboygan County VACANT POSITION REQUEST

(To be completed for all vacant positions)

## **WISCONSIN**

| Date: | 5/6/2022 |
|-------|----------|
|       |          |

To: Finance Committee Members
From: Laura Henning-Lorenz

## **Position Request:**

Position: Limited Term Employee-Tax Collection

Reason for Vacancy: NA

## Justification:

One limited term employee from July 11 - August 5, 2022 to assist our office with the collection and receipting of second installment property taxes.

| Staffi | ng Co | nside | eration: |
|--------|-------|-------|----------|
|        |       |       |          |

Department has considered all alternate options as it relates to overall staff needs? Yes ⋈ No □

## **Budget Consideration:**

Is this position within the Department's annual operation budget? Yes ☒ No ☐

If not, please state the amount over budget as well as the proposed source of funds: Click here to enter text.

## Costs:

The annual costs associated with the position (current year's wage & benefit rates):

| Wages   | Benefits                 | Total   |
|---|--------------------------|---------|
| 2400.00   | 181.00                   | 2581.00 |
| /Note: Costs for health and dental honofite should be | not costs offer what all |         |

(Note: Costs for health and dental benefits should be net costs, after subtracting revenue from employee contributions.)

| hours story to                                 |                   |
|--|-------------------|
| County Administrator/Department Head Signature | Date: May 6, 2022 |
| Human Resources Director Signature             | Date: 05/06/2022  |
| Liaison Committee Signature oger to the        | Date: 5-//- 27    |
| Human Resources Committee Signature            | Date:             |
| Form Process:                                  |                   |

- 1. County Administrator/Department Head completes VPR.
- 2. County Administrator/Department Head refers to Human Resources Director for approval.
- 3. County Administrator/Department Head presents VPR to Liaison Committee for approval/signature.
- 4. County Administrator/Department Head forwards VPR to HR for Human Resources Committee approval/signature (Salaried Positions Only.)
- 5. HR begins recruitment process.



## Sheboygan County **VACANT POSITION REQUEST**

(To be completed for all vacant positions)

| W | IQ4 | $\sim$ | N | C | N |
|---|-----|--------|---|---|---|
|   |     |        |   |   |   |

To: **Transportation Committee Members** 

From: Greg Schnell

## **Position Request:**

Position:

Airport Intern

Reason for Vacancy:

New position

## **Justification:**

The airport continues to grow. Additional temporary staff will assist current employees with workload as well as gain valuable experience for future career.

## **Staffing Consideration:**

Department has considered all alternate options as it relates to overall staff needs? Yes ⊠ No □

## **Budget Consideration:**

Is this position within the Department's annual operation budget? Yes ⊠ No □

If not, please state the amount over budget as well as the proposed source of funds: Click here to enter text.

## **Costs:**

The annual costs associated with the position (current year's wage & benefit rates):

| Wages  | Benefits | Total   |  |  |
|--|----------|---------|--|--|
| \$4,320  | \$0      | \$4,320 |  |  |
| (Note: Costs for health and dental benefits should be net costs, after subtracting revenue from employee contributions.) |          |         |  |  |

|  |         | //         |  |
|--|---------|------------|--|
| County Administrator/Department Head Signature | -Date:  | 5/9/2022   |  |
| Human Resources Director Signature             | Date: _ | 05/18/2022 |  |
| Liaison Committee Signature                    | Date:   | 5-9-22     |  |
| Human Resources Committee Signature            | Date:   |            |  |
|  |         |            |  |

## Form Process:

- 1. County Administrator/Department Head completes VPR.
- County Administrator/Department Head refers to Human Resources Director for approval.
- 3. County Administrator/Department Head presents VPR to Liaison Committee for approval/signature.
- County Administrator/Department Head forwards VPR to HR for Human Resources Committee approval/signature (Salaried Positions Only.)
- HR begins recruitment process.



## Sheboygan County **VACANT POSITION REQUEST**

(To be completed for all vacant positions)

| Date: | 3/1/2022 |
|-------|----------|
| Date. | 3/1/2022 |

To:

**Property Committee Members** 

From: Jim TeBeest - Director, Building Services

## **Position Request:**

Assistant Electrician (B24, \$21.19 - \$30.95/hour Position:

Reason for Vacancy: New Position - July 1, 2022

## **Justification:**

Licensed Journeyman Electrician to assist the County's Electrician and absorb his knowledge of County buildings, high and low voltage systems and their unique characteristics. Systems include fire alarm, keycard, gate operators, brine makers, fuel dispensers, cameras, security and generators.

|            |      | -             |       |       |    |
|------------|------|---------------|-------|-------|----|
| <b>STO</b> | ttim | 7 ( 'A)       | 10170 | ratio | m· |
| JLa        |      | 5 <b>UU</b> I | ISIUC | Iauv  |    |

Department has considered all alternate options as it relates to overall staff needs? Yes ⊠ No □

## **Budget Consideration:**

Is this position within the Department's annual operation budget? If not, please state the amount over budget as well as the proposed source of funds: Click here to enter text.

The annual costs associated with the position (current year's wage & benefit rates):

| Wages  | Benefits   |         | Total     |  |
|--|------------|---------|-----------|--|
| \$54,225 \$33,063  |            |         | \$87,288  |  |
| (Note: Costs for health and dental benefits should be net costs, after subtracting revenue from employee contributions.) |            |         |           |  |
| Department Head Signature Government   | & A TuBent | _ Date: | 2-28.2022 |  |

Date:

Form Process:

- 1. County Administrator/Department Head completes VPR.
- 2. County Administrator/Department Head refers to Human Resources Director for approval.
- County Administrator/Department Head presents VPR to Liaison Committee for approval/signature. 3.
- County Administrator/Department Head forwards VPR to HR for Human Resources Committee approval/signature (Salaried Positions Only.)
- HR begins recruitment process.

Human Resources Director Signature

**Human Resources Committee Signature** 

Liaison Committee Signature

| 8:45:35             | -   |                     | %           |                |                 |              |                          |              |                              |                              |                              | 374.6                      | 374.6                        |                              | 7                           | 7                            | l wi            |                            |                              | 1.0          | 2.4             | φ                            | (SES                      | 1.1                       | 12.9                     | 1.2                       |
|---------------------|---|---------------------|-------------|----------------|-----------------|--------------|--------------------------|--------------|------------------------------|------------------------------|------------------------------|----------------------------|------------------------------|------------------------------|-----------------------------|------------------------------|-----------------|----------------------------|------------------------------|--------------|-----------------|------------------------------|---------------------------|---------------------------|--------------------------|---------------------------|
| 4/18/2022 8         |   |                     |             | 4              | (               |              |                          |              |                              |                              |                              | 325.89 3                   | 325.89 3                     |                              | 95.89                       | 95.89                        | 421.78          |                            |                              | 185.34-      | 65.86           | 119.48-                      | N. S.                     | 1,106.81-                 | 68.16-                   | 1,174.97-                 |
| 4/18/               | Page -  |                     | Variance    | Year-to-Date   |                 |              |                          |              |                              |                              |                              | 32                         | 32                           |                              | 6                           | 6                            | 42              |                            |                              | 18           | 9               | 11                           | NACO EXPENSES             | 1,10                      |                          | 1,17                      |
|                     |   |                     | %           |                |                 |              | 49.5                     | 49.5         |                              |                              |                              | ω.                         | ω.                           |                              | 50.2                        | 50.2                         | 100.0           |                            |                              | 14.9         | 2.1             | 17.0                         |                           | 82.1                      | æ.                       | 82.6                      |
|                     |   |                     | Actual      | Year to Date   |                 |              | 61,512.00                | 61,512.00    |                              |                              |                              | 412.89                     | 412.89                       |                              | 62,367.89                   | 62,367.89                    | 124,292.78      |                            |                              | 18,545.34    | 2,624.14        | 21,169.48                    |                           | 102,071.81                | 595.16                   | 102,666.97                |
|                     |   |                     | %           |                |                 |              | 49.7                     | 49.7         |                              |                              |                              | ۲.                         | <br>  <del></del> .          |                              | 50.3                        | 50.3                         | 100.0           |                            |                              | 14.8         | 2.2             | 17.0                         |                           | 81.5                      | 4.                       | 81.9                      |
|                     |   |                     | Budget      | Year to Date   |                 |              | 61,512.00                | 61,512.00    |                              |                              |                              | 87.00                      | 87.00                        |                              | 62,272.00                   | 62,272.00                    | 123.871.00      |                            |                              | 18,360.00    | 2,690.00        | 21,050.00                    |                           | 100,965.00                | 527.00                   | 101,492.00                |
| County of Sheboygan | Variance Analysis by Company<br>As of 3/31/2022 |                     | Description |                | 400000 Revenues | 410000 Taxes | 411000 Property Tax Levy | 410000 Taxes | 420000 Intergovernmental Rev | 450000 Public Charges for Se | 460000 Interest and Other Re | 466000 Other Miscellaneous | 460000 Interest and Other Re | 470000 Interdepartmental Rev | 476000 Other Interdepartmen | 470000 Interdepartmental Rev | 400000 Revenues | 500000 Expense/Expenditure | 510000 Personnel Related Exp | 511000 Wages | 512000 Benefits | 510000 Personnel Related Exp | 530000 Operating Expenses | 531000 Purchased Services | 533000 General Operating | 530000 Operating Expenses |
|                     |   |                     | %           |                |                 |              |                          |              |                              |                              |                              | 461.7                      | 461.7                        |                              | 2.6                         | 5.6                          | 1.6             |                            |                              | 1.0          | 11.3            | 2.2                          |                           | 3.3                       | 30.4                     | 3.1                       |
|                     |   |                     | Variance    | Current Period |                 |              |                          |              |                              |                              |                              | 133.89                     | 133.89                       |                              | 543.90                      | 543.90                       | 67.779          |                            |                              | 66.73-       | 96.03-          | 162.76-                      |                           | 1,106.31-                 | 58.68                    | 1,047.63-                 |
|                     |   |                     | %           |                |                 |              | 48.9                     | 48.9         |                              |                              |                              | 4.                         | 4.                           |                              | 50.8                        | 50.8                         | 100.0           |                            |                              | 15.9         | 2.2             | 18.1                         |                           | 82.8                      | ω.<br>                   | 83.1                      |
|                     |   |                     | Actual      | Current Period |                 |              | 20,504.00                | 20,504.00    |                              |                              |                              | 162.89                     | 162.89                       |                              | 21,301.90                   | 21,301.90                    | 41,968.79       |                            |                              | 6,664.73     | 943.03          | 7,607.76                     |                           | 34,761.31                 | 134.32                   | 34,895,63                 |
|                     |   |                     | %           |                |                 |              | 49.7                     | 49.7         |                              |                              |                              | -                          | ₹.                           |                              | 50.3                        | 50.3                         | 100.0           |                            |                              | 16.0         | 2.1             | 18.0                         |                           | 81.5                      | رن<br>ا                  | 82.0                      |
| R5510512            | SC1082  | Corporation Counsel | Budget      | Current Period |                 |              | 20,504.00                | 20,504,00    |                              |                              |                              | 29.00                      | 29.00                        |                              | 20,758.00                   | 20.758.00                    | 41,291.00       |                            |                              | 6,598.00     | 847.00          | 7,445.00                     |                           | 33,655.00                 | 193.00                   | 33,848.00                 |

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553000 System Operation Cha

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7.82 83.00 215.88 306.70

8.00 83.00 216.00 307.00

551000 Employee Related Ins

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551900 Insurance Charges

550000 Interdepartmental Cha

27.25

28.00

560000 Capital Outlay

570000 Depreciation

Claim Number

ğ

000

Claim Type Description of Accident

Exp. Paid Exp. Rec Loss Paid Loss Rec

**Total Paid** 

# 2022 Accident Year - Sheboygan County

| 300.67896.1162     | 01/28/2022 ALPD | ALPD | PLOW HIT PARKED FIRE TRUCK |
|--------------------|-----------------|------|----------------------------|
| VILLAGE OF KOHLER, |                 | 0    |                            |
| 300.67994.1162     | 03/13/2022 ALPD | ALPD | CLAIM OF BEING HIT BY PLOW |

LAWONN, JULIE

Summary for Sheboygan County - 2022 - All Highway Claims

03/13/2022 ALPD

CLAIM OF BEING HIT BY PLOW

\$0.00 \$0.00 \$0.00

\$0.00

\$0.00 \$0.00 \$0.00 \$0.00

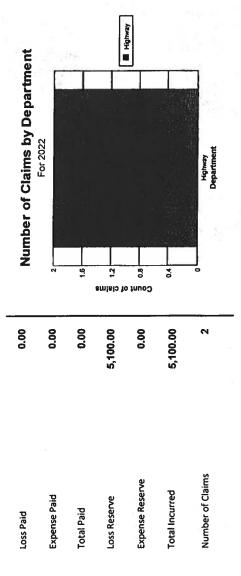
\$0.00

\$0.00 \$0.00

\$0.00

Total Loss by Department For This Policy Year Highway 0.0% Total: 100.0%

## Summary for Sheboygan County - 2022



2022 Policy Year - Sheboygan County

Page 11 of 12 5/1/2022

Claim Number Claimant

g

Claim Type Description of Accident O/C

Loss Paid Loss Rec

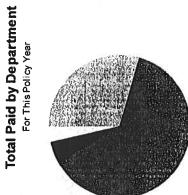
Exp. Paid Exp. Rec

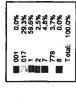
**Total Paid** 

## Summary for Sheboygan County Overall

| Jai Maintenance<br>Department | Information Services | Administration/Human Resources Highway | Admin       | 634,363.54 | Total Incurred<br>Number of Claims |
|-------------------------------|----------------------|--|-------------|------------|------------------------------------|
| ļ                             |                      |  | <b>9</b> .0 | 120,469.45 | Expense Reserve                    |
|                               |                      |  | to truoට    | 160,400.00 | Loss Reserve                       |
|                               |                      |  | emisio<br>G | 353,494.09 | Total Paid                         |
|                               |                      |  | 1.6         | 203,466.94 | Expense Paid                       |
| Number of Claims by De        | Numbe                | N.                                     | 8           | 150,027.15 | Loss Paid                          |

Nursing Home Sheriff ligi, Sheriff Nursing Home epartment





Wierancia Faunta Mutual Incomment Franchisca

| Net Loss Paid Net Exp.Paid Net Loss Paid Total Net Loss Rec Exp. Rec Total Rec. | 70 |
|---|----|
| Net Loss Paid<br>Loss Rec   |    |
| Description<br>O/C Coverage Type  |    |
| DOL<br>Claim Type (   |    |
| Claim Number<br>Property  |    |

|                                    | 0.00                     | 0.00                                     |
|------------------------------------|--------------------------|--|
|                                    | \$0.00                   | \$0.00                                   |
|                                    | \$0.00                   | \$0.00                                   |
|                                    | \$0.00                   | \$0.00                                   |
|                                    | FIRE                     | Number of Claims:                        |
| boygan Count                       | 04/25/2022<br>PRBD       |  |
| 2022 Policy Year - Sheboygan Count | 300.68160.1162<br>LODGE, | Summary for<br>- 2022 - Sheboygan County |

## Summary for Sheboygan County - 2022

|   | Total Loss by Policy Year For This Policy Year |               |                  | <b>2022</b> 100.0% | Total: 100.0%    |                |            |
|---|--|---------------|------------------|--------------------|------------------|----------------|------------|
|   | Number of Claims by Department For 2022        |               |                  |                    |                  |                | Department |
| ı | Numb   | •             | emi<br>e         | 8;                 |                  | 22             |            |
|   | ***  | 00:00         | 0.00             | 0.00               | 0.00             | 00:0           |            |
|   | Number of Claims                               | Net Loss Paid | Net Expense Paid | Net Total Paid     | Total Recoveries | Total Net Loss |            |



Wisconsin County Mutual Insurance Corporation

Claim Number Property

KEA

DOL Claim Type

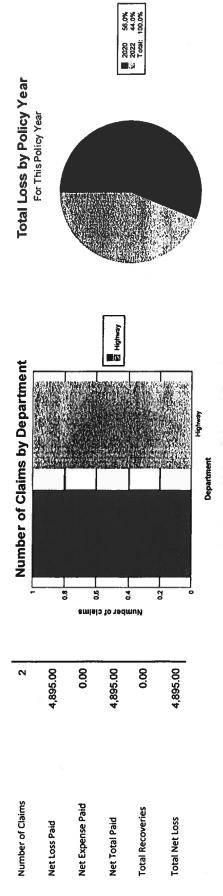
0/0

Description Coverage Type

Net Loss Paid Total Rec. Net Loss Paid Net Exp.Paid Loss Rec Exp. Rec

**Total Net Loss** 

## Summary for Sheboygan County Overall





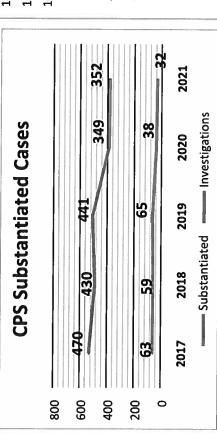
Wisconsin County Mutual Insurance Corporation

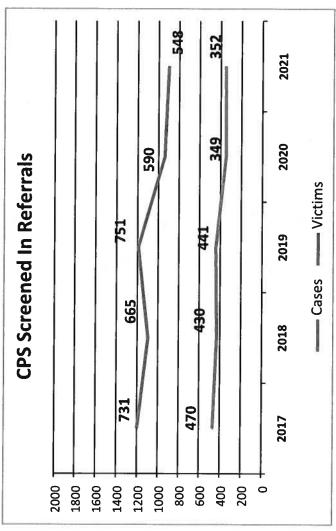


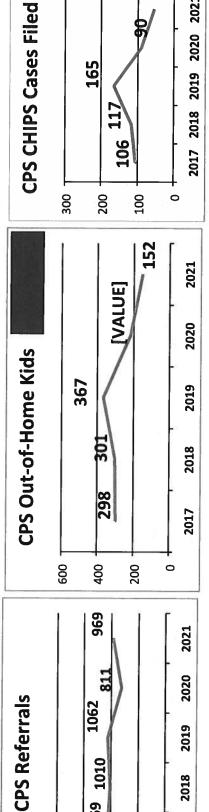
# Sheboygan County HHS CHIPS / TPR Out-of-Home Care Drivers (2021 Working Doc)

Child Welfare Out-of-Home Care expenses may be affected by factors outside our control: Sheboygan County HHS will track the following to be discussed as needed when analyzing goals related to controlling expenses in this area:

- Overall number of CPS referrals.
- Number of screened in referrals.
- Number of substantiated cases.
  - Number of CHIPS cases.
- Court Calendar and Scheduling
- **Out-of-Home Care statistics**







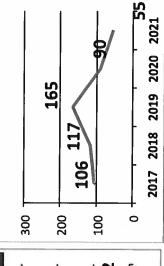
1069

1000

2000 1500 2017

0

200



## MISCELLANEOUS:

- Out-of-Home Kids is point in time; not annualized
- CPS Substantiated Cases (substantiated) is not finalized until early March
- Please further note, that CPS Intake also responds to Services Reports in the form of Child Welfare reach outs in addition to Child Protective Services investigations. These statistics are not part of the chart above but are as follows; 2017 (48), 2018 (92), 2019 (132), 2020 (100), 2021 (159)

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## Tabs3 Detail Receipt Allocation Report Hopp Neumann Humke LLP

Page:

Wednesday 05/11/2022 10:55 at

01/01/2022 to 03/31/2022 Bille Hour 08299.002 Corporation Counsel Airport 6.8 Crystal H. Fieber 1.6 Diamond Braeger 8.4 **Total Fees** 8.4 **Totals** 08299.003 Corporation Counsel **Building Services** 1.8 Crystal H. Fieber 1.8 **Total Fees** 1.8 **Totals** 08299.004 Corporation Counsel Child Support 0.6 2 Crystal H. Fieber 11.0 Oliver Bauer 3 1.1 Diamond Braeger 6 7.3 Herbert C. Humke III 10 20.0 **Total Fees** 20.0 **Totals** 08299.005 Corporation Counsel Clerk of Courts/Register in Probate/Judges 1.5 Crystal H. Fieber 2 1.5 **Total Fees** 1.5 **Totals** 08299.006 Corporation Counsel **Corporation Counsel** 53.7 2 Crystal H. Fieber 53.7 **Total Fees** 53.7 **Totals** 08299.007 Corporation Counsel **County Administrator** 25.4 Crystal H. Fieber 2 1.5 Michael J. Bauer 8 26.9 **Total Fees** 26.9 **Totals** 08299.008 Corporation Counsel County Board 26.4 2 Crystal H. Fieber 4.6 Diamond Braeger 6 31.0 **Total Fees** 31.0 **Totals** 08299.009 Corporation Counsel County Clerk 4.9 2 Crystal H. Fieber

## Tabs3 Detail Receipt Allocation Report Hopp Neumann Humke LLP

Page:

|                    |                           |  | 01/01/2022 to<br>03/31/2022             |
|--------------------|---------------------------|--|---|
|                    |                           |  | Bille<br>Hou                            |
|                    | ation Counsel (continued) |  |   |
| County Clerk       |                           |  | 4                                       |
| 3                  | Oliver Bauer              |  | 1.0                                     |
| 6                  | Diamond Braeger           |  | 3.2                                     |
| Total Fee          | es es                     |  | 9.1                                     |
| Totals             |                           |  | 9.1                                     |
| 08299.010 Corpora  | ation Counsel             |  |   |
| District Attorney  | o tali makan              |  | 0.2                                     |
| 2                  | Crystal H. Fieber         |  |   |
| Total Fee          | es can a constant a       |  | 0.2                                     |
| Totals             |                           |  | 0.3                                     |
| 08299.012 Corpora  | ation Counsel             | - Angelia de la Carta de la Ca |   |
| Finance            |                           |  | 111111111111111111111111111111111111111 |
| 2                  | Crystal H. Fieber         |  | 9.9                                     |
| 6                  | Diamond Braeger           |  | 1.0                                     |
| 13                 | Amanda J. Kress           |  | 1.3                                     |
| Total Fee          | s                         |  | 12.2                                    |
| Totals             |                           |  | 12.2                                    |
| 08299.013 Corpora  | ation Counsel             |  |   |
| Health and Human S |                           |  |   |
| 2                  | Crystal H. Fieber         |  | 29.2                                    |
| 3                  | Oliver Bauer              |  | 47.2                                    |
| 5                  | Cheryl A. Brown           |  | 1.0                                     |
| 6                  | Diamond Braeger           |  | 1.6                                     |
| 13                 | Amanda J. Kress           |  | 0.1                                     |
| Total Fee          |                           |  | 79.1                                    |
| Totals             |                           |  | 79.1                                    |
| 08299.014 Corpora  | ation Counsel             |  |   |
| Highway            |                           |  |   |
| 2                  | Crystal H. Fieber         |  | 7.3                                     |
| 6                  | Diamond Braeger           |  | 3.6                                     |
| 13                 | Amanda J. Kress           |  | 3.1                                     |
| Total Fee          | S                         |  | 14.0                                    |
| Totals             |                           |  | 14.0                                    |
| 8299.015 Corpora   | ation Counsel             |  |   |
| Human Resources    | Countries III Flakes      |  | 23.3                                    |
| 2                  | Crystal H. Fieber         |  | 10.0                                    |
| -3                 | Oliver Bauer              |  | 2.6                                     |
| 6                  | Diamond Braeger           |  | 35.9                                    |
| Total Fee          | S                         |  |   |
| Totals             |                           |  | 35.9                                    |
| 08299.016 Corpora  | ation Counsel             |  | = ¥ <sub>11</sub>                       |
| 2                  | Crystal H. Fieber         |  | 6.2                                     |
| _                  |                           |  | 6.2                                     |
| Total Fee          | 5                         |  | 0.2                                     |

Totals

## Tabs3 Detail Receipt Allocation Report Hopp Neumann Humke LLP

Page:

0.3

01/01/2022 to 03/31/2022 Bille Houi 08299.016 Corporation Counsel (continued) Information Technology 6.2 **Totals** 08299.018 Corporation Counsel Planning/Conservation 10.1 Crystal H. Fieber 1.8 Diamond Braeger 6 11.9 **Total Fees** 11.9 **Totals** 08299.020 Corporation Counsel Rocky Knoll 7.2 Crystal H. Fieber 3.2 3 Oliver Bauer 2.4 Diamond Braeger 6 12.8 **Total Fees** 12.8 **Totals** 08299.021 Corporation Counsel Sheriff/Medical Examiner 7.8 2 Crystal H. Fieber

| 08299.022 Co | rporation Counsel |       |
|--------------|-------------------|-------|
| Total        | ls de la lace     | 54.5  |
| Total        | l Fees            | 54.5  |
| 17           | Paul A. Dirkse    | - 0.5 |
| 6            | Diamond Braeger   | 22.6  |
| 5            | Cheryl A. Brown   | 0.3   |
| 3            | Oliver Bauer      | 23.3  |
|              |                   |       |

| Treasurer  |                   |     |
|------------|-------------------|-----|
| 2          | Crystal H. Fieber | 4.7 |
| 6          | Diamond Braeger   | 1.6 |
| 9          | J. Phil Mueller   | 1.0 |
| 17         | Paul A. Dirkse    | 0.3 |
| Total Fees |                   | 7.6 |
| Totals     |                   | 7.6 |

| Totals              |                    |     |
|---------------------|--------------------|-----|
| 08299.023 Corporati | on Counsel         |     |
|                     | Crystal H. Fieber  | 0.3 |
| Total Fees          | orystal III Flobal | 0.3 |

| 08299 | .024 Corpora     | ation Counsel     |     |
|-------|------------------|-------------------|-----|
|       | n's Services     |                   |     |
|       | 2                | Crystal H. Fieber | 0.6 |
|       | <b>Total Fee</b> | S                 | 0.6 |
|       |                  |                   | 0.6 |

| 0.0   |              |                   | Totals |
|-------|--------------|-------------------|--------|
|       | GRAND TOTALS |                   |        |
| 227.9 |              | Crystal H. Fieber | 2      |

## Tabs3 Detail Receipt Allocation Report Hopp Neumann Humke LLP

Page:

01/01/2022 to 03/31/2022

|            |  |                        | <br>-/    |
|------------|--|------------------------|-----------|
|            |  |                        | <br>Bille |
|            |  |                        | <br>Hour  |
|            | GRA  | AND TOTALS (continued) | <br>      |
|            |  |                        | 95.7      |
| 3          | Oliver Bauer   |                        |           |
| 5          | Cheryl A. Brown  |                        | 1.3       |
| 6          | Diamond Braeger  |                        | 47.7      |
| 8          | Michael J. Bauer   |                        | 1.5       |
| 9          | J. Phil Mueller  |                        | 1.0       |
| 10         | Herbert C. Humke III   |                        | 7.3       |
| 13         | Amanda J. Kress  |                        | 4.5       |
| 17         | Paul A. Dirkse   |                        | 0.8       |
| Total Fees | The state of the s |                        | 387.7     |
| Totals     |  |                        | 387.7     |

## Tabs3 Detail Receipt Allocation Report

Hopp Neumann Humke LLP

Primary Timekeeper: 12 Kelly L. Del Ponte

01/01/2022 to 03/31/2022 Bille Hour 13410.000 M CHIPS/Guardianships General CHIPS/Guardianships 0.7 2 Crystal H. Fieber 4.1 Anna R. Bramstedt 4 0.6 5 Cheryl A. Brown 8.0 Herbert C. Humke III 10 37.1 11 Nancy J. Beck 316.4 12 Kelly L. Del Ponte 366.9 **Total Fees** 366.9 **Totals** Primary Timekeeper 12 Kelly L. Del Ponte 0.7 2 Crystal H. Fieber 4.1 Anna R. Bramstedt 4 0.6 5 Cheryl A. Brown 8.0 Herbert C. Humke III 10 37.1 Nancy J. Beck 11 316.4 Kelly L. Del Ponte 12 366.9 **Total Fees** 366.9 **Totals** 

Page:

## Tabs3 Detail Receipt Allocation Report Hopp Neumann Humke LLP

Page: 1

Primary Timekeeper: 10 Herbert C. Humke III

| Primary TimeReeper           | : 10 Herbert C. Hullike III           | 01/01/2022 to<br>03/31/2022   |
|------------------------------|---------------------------------------|---|
|                              |                                       | Billed<br>Hours   |
| 11967.023 M HHS - TP         | Rs                                    |   |
| 5<br>12<br>Total Fees        | Cheryl A. Brown<br>Kelly L. Del Ponte | 5.80<br>21.30<br>27.10  |
| Totals                       |                                       | 27.10   |
| 11967,030 M HHS - TF         | Rs                                    |   |
| 12<br>Total Fees             | Kelly L. Del Ponte                    | 0.40<br>0.40  |
| Totals                       |                                       | 0.40  |
|                              | 0 Herbert C. Humke III                | 5.80  |
| 5<br>12<br><b>Total Fees</b> | Cheryl A. Brown<br>Kelly L. Del Ponte | 21.70<br>27.50  |
| Totals                       |                                       | 27.50   |
| Primary Timekeeper           | : 12 Kelly L. Del Ponte               |   |
| •                            |                                       | 01/01/2022 to<br>03/31/2022   |
|                              |                                       | Billed<br>Hours   |
| 11967.000 M HHS - TF         | Rs                                    |   |
| General TPRs<br>2            | Crystal H. Fieber                     | 1.70  |
| 12<br>Total Fees             | Kelly L. Del Ponte                    | 2.90<br>4.60  |
| Totals                       |                                       | 4.60  |
| 11967.040 M HHS - TF         | Rs                                    |   |
| 11                           | Nancy J. Beck                         | 1.00  |
| 12<br>Total Fees             | Kelly L. Del Ponte                    | 5.70<br>6.70  |
| Totals                       |                                       | 6.70  |
| 11967.044 M HHS - TF         | Rs                                    | \$15 min with the state of the s |
| 12<br>Total Fees             | Kelly L. Del Ponte                    | 3.30<br>3.30  |
| Totals                       |                                       | 3.30  |
| 11967.045 M HHS - TF         | Rs                                    |   |
| 11<br>12                     | Nancy J. Beck<br>Kelly L. Del Ponte   | 1.10<br>8.40  |
| Total Fees                   | 7,0,7 2, 50, 10, 100                  | 9.50  |

## Tabs3 Detail Receipt Allocation Report Hopp Neumann Humke LLP

Page: 2

Primary Timekeeper: 12 Kelly L. Del Ponte

|  | 01/01/2022 to<br>03/31/2022  |
|--|--|
|  | Billed<br>Hours  |
| 11967.045 M HHS - TPRs (continued)       |  |
| Totals                                   | 9.50   |
| 11967.047 M HHS - TPRs                   | and the state of t |
| 12 Kelly L. Del Ponte                    | 3.80   |
| Total Fees                               | 3.80   |
| Totals                                   | 3.80   |
| 11967.048 M HHS - TPRs                   |  |
| 11 Nancy J. Beck                         | 2.90   |
| 12 Kelly L. Del Ponte                    | 31.50  |
| Total Fees                               | 34.40  |
| Totals                                   | 34.40  |
| Primary Timekeeper 12 Kelly L. Del Ponte | 1 70   |
| 2 Crystal H. Fleber                      | 1.70<br>5.00   |
| 11 Nancy J. Beck                         | 55.60  |
| 12 Kelly L. Del Ponte  Total Fees        | 62.30  |
| Totals                                   | 62.30  |



## Sheboygan County VACANT POSITION REQUEST

(To be completed for all vacant positions)

WISCONSIN

**Date:** 5/23/2022

**To:** Human Resources Committee Members

From: Dennis Miller

**Position Request:** 

Position: Sr Human Resources Generalist - Benefits

Reason for Vacancy: Resignation

## Justification:

The Senior Human Resources Generalist - Benefits position is vital to the coordination, administration and compliance of the County benefits provided to employees. This position is the primary point of contact for employees regarding group health, dental, vision, disability, worker's compensation, retirement and all other benefits provided or administered by the County.

| Department has considered all alternate options as it relates to overall statt needs? Yes M. No | ns as it relates to overall staff needs? Yes ⊠ No □ |
|---|---|
|---|---|

## **Budget Consideration:**

Is this position within the Department's annual operation budget? Yes \( \subseteq \) No \( \subseteq \) If not, please state the amount over budget as well as the proposed source of funds: Click here to enter text.

## **Costs:**

The annual costs associated with the position (current year's wage & benefit rates):

| Wages    | Benefits | Total    |
|----------|----------|----------|
| \$64,962 | \$32,910 | \$97,871 |

(Note: Costs for health and dental benefits should be net costs, after subtracting revenue from employee contributions.)

| County Administrator/Department Head Signature | Date:            |
|--|------------------|
| Human Resources Director Signature             | Date: 05/17/2022 |
| Liaison Committee Signature                    | Date:            |
| Human Resources Committee Signature            | Date:            |

## Form Process:

- 1. County Administrator/Department Head completes VPR.
- 2. County Administrator/Department Head refers to Human Resources Director for approval.
- 3. County Administrator/Department Head presents VPR to Liaison Committee for approval/signature.
- 4. County Administrator/Department Head forwards VPR to HR for Human Resources Committee approval/signature (Salaried Positions Only.)
- 5. HR begins recruitment process.

# VARIANCE REPORT FOR DEPARTMENT -- HUMAN RESOURCES DEPARTMENT FOR THE QUARTER ENDING 03/31/2022

SNIMI

G/L CATEGORY

## VARIANCE FROM BUDGET

## **EXPLANATION OF VARIANCE**

| Personnel Related Expenditure Wages         | (7,442.26)         | A LTE Position was filled. Will be using ARPA funds to cover the cost.  |
|---|--------------------|---|
| Operating Expenses Purchased Services       | 20,641.44          | Fall manager/supervisor training is not finalized and presenter has not been retained.  |
| General Operating                           | 9,936.01           | Advertising requests are below budgeted expectations. Department training will occur throughout the remainder of the year. Employee recognition |
| Variances Less Than Justification Threshold | 995.00             | supplies are adequate at this time.   |
| TOTAL                                       | 24,130.19 Positive | Sitive  |

# VARIANCE REPORT FOR DEPARTMENT -- EMPLOYEE BENEFITS INSURANCE FOR THE QUARTER ENDING 03/31/2022

## VARIANCE FROM

## BUDGET

## **EXPLANATION OF VARIANCE**

| G/L CATEGORY  | BUDGET             | EXPLANATION OF VARIANCE  |
|---|--------------------|--|
| Public Charges for Services<br>Health Care Services                   | (114,387.20)       | 2022 health, dental, and life insurance enrollment is below budgeted amounts due to vacancies and changes in the types of coverage elected.  |
| Interest and Other Revenue Other Misc. Revenue                        | (3,921.94)         | Fitness program participation is below budgeted amounts.   |
| Interdepartmental Revenue<br>Insurance & Employee Related             | (471,139.84)       | 2022 health, dental, and life insurance enrollment is below budgeted amounts due to vacancies and changes in the types of coverage elected.  |
| Personnel Related Expenditure Benefits                                | 603,705.15         | 2022 health, dental, and life insurance enrollment is below budgeted amounts due to vacancies and changes in the types of coverage elected. Unemployment expenses are below budgeted amounts |
| Operating Expenses Purchased Services                                 | 8,527.65           | March benefit consulting fee was not processed. Dental admin fee is one month behind.  |
| Interdepartmental Charges Variances Less Than Justification Threshold | (715.76)           |  |
| TOTAL   | 24,322.84 Positive | Sitive   |

## **HUMAN RESOURCES COMMITTEE**

| Chairperso   | on                              | Edward Procek                      |
|--------------|---------------------------------|------------------------------------|
|              |                                 | Thomas Wegner                      |
|              |                                 | Christian Ellis                    |
| Members      | ******************************* | Kathleen Donovan                   |
|              |                                 | Carl Nonhof                        |
| Location     | Admini                          | istration Building-Room 302        |
|              |                                 | 4 <sup>th</sup> Monday             |
| = = =        |                                 | 2 <sup>nd</sup> Monday (If Needed) |
|              |                                 | 3:30 PM                            |
| 11110        |                                 |                                    |
| LAW COMMITTE | E                               |                                    |
|              | 7                               |                                    |
| Chairperso   | on                              | Gerald Jorgensen                   |
|              |                                 | Paul Gruber                        |
|              |                                 | Wendy Schobert                     |
| Members .    |                                 | Jacob Immel                        |
|              |                                 | Carl Nonhof                        |
|              |                                 | t Center-Conference Room           |
|              |                                 | 1st Wednesday                      |
| Time         |                                 | 4:00 PM                            |
|              |                                 |                                    |

## PLANNING, RESOURCES, AGRICULTURE & EXTENSION COMMITTEE

| Chairperson      | Keith Abler                               |
|------------------|---|
| Vice-Chairperson | Rebecca Clarke                            |
|                  | John Nelson                               |
| Members          | Paul Gruber                               |
|                  | Henry Nelson                              |
|                  | Stanley Lammers (**)                      |
| Location         | U-W Extension, Room 5024                  |
| Meeting Dates    | 2 <sup>nd</sup> & 4 <sup>th</sup> Tuesday |
| Time             | 3:00 PM                                   |

(\*\*) Citizen Member

## **PROPERTY COMMITTEE**

| Chairperson     | Henry Nelson                            |
|-----------------|---|
| Vice-Chairperso | nGeorge Kulow                           |
| Secretary       | Gerald Jorgensen                        |
| Members         | Jon Kuhlow                              |
|                 | Brian Smith                             |
| Location        | Administration Building-Room 119 or 302 |
| Meeting Dates   | 1st & 3rd Tuesday                       |
|                 | 4·30 PM                                 |

## TRANSPORTATION COMMITTEE

| Chairperson      | Thomas Wegner              |
|------------------|----------------------------|
| Vice-Chairperson | Roger Te Stroete           |
|                  | Al Bosman                  |
| Members          | Jon Kuhlow                 |
|                  | Jacqueline Veldman         |
| Location         | Highway Complex or Airport |
| Meeting Dates    | 1 <sup>st</sup> Monday     |
| Time             | 9:00 AM                    |

## **COUNTY BOARD COMMITTEE MEETING SCHEDULE 2022 - 2024**

## **EXECUTIVE COMMITTEE**

| Chairperson  | Vernon Koch                                  |
|--------------|--|
|              | Keith Abler                                  |
|              | William C. Goehring                          |
|              | Curt Brauer                                  |
|              | Edward Procek                                |
| Location     | Administration Building-Room 302             |
| Meeting Date | 4 <sup>th</sup> Thursday (Subject to change) |
| Time         | 3:00 PM                                      |

## **FINANCE COMMITTEE**

| Chairperson      | Roger Te Stroete                            |
|------------------|---|
| Vice-Chairperson | Kathleen Donovan                            |
| Secretary        | William C. Goehring                         |
| Members          | Keith Abler                                 |
| •••••            | Thomas Wegner                               |
|                  | Administration Building-Room 302            |
| Meeting Dates    | 2 <sup>nd</sup> & 4 <sup>th</sup> Wednesday |
| Time             | 3:30 PM                                     |

## **HEALTH & HUMAN SERVICES COMMITTEE**

| Chairperson                             | Curt Brauer                               |
|---|---|
|   | William C. Goehring                       |
| Secretary                               | Marilyn Montemayor                        |
| Members                                 | Rebecca Clarke                            |
| •••••                                   | James Coulson                             |
| •••••                                   | Wendy Schobert                            |
| •••••                                   | Jeanne Kliejunas (**)                     |
| ••••                                    | Diane Oppeneer (**)                       |
| *************************************** | Larry Samat (**)                          |
|   | Human Services Building-Room 372          |
| Meeting Dates                           | 1 <sup>st</sup> & 3 <sup>rd</sup> Tuesday |
| Time                                    | 8:30 AM                                   |

(\*\*) Citizen Members

## **HEALTH CARE CENTER COMMITTEE**

| Chairnerson | Jacqueline Veldman                   |
|-------------|--------------------------------------|
|             |                                      |
|             | Curt Brauer                          |
| Secretary   | Al Bosman                            |
| Members     | Marilyn Montemayor                   |
|             | Suzanne Speltz                       |
| Location    | Highway Complex                      |
|             | 2 <sup>nd</sup> Thursday             |
|             | 4 <sup>th</sup> Thursday (If needed) |
|             | 9:00 AM                              |

## **Voucher Dates:**

04/24/2022 - 05/07/2022

## Departments:

Human Resources
Corporation Counsel

The attached A/P Detail by Supplier with Remarks and Net Amount have been reviewed and approved by the undersigned committee members, with the follow exceptions:

| Exception Noted:   |  |             |        |
|--|--|-------------|--------|
| Invoice Number   | Vendor Name  |             | Amount |
|  |  |             |        |
| <u> </u>   |  |             |        |
|  |  |             |        |
|  |  |             |        |
|  |  | 1           |        |
|  |  |             |        |
| <del>-</del>   |  | -           |        |
| Human Resources Committee Member   | rs:  |             |        |
| Name   |  | Date        |        |
| 200 s  |  |             |        |
|  |  |             |        |
|  |  |             |        |
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|  |  | 5-200       |        |
| T  |  | y           |        |
| and the second s |  |             |        |
| Reviewed and Approved by the Financ  | e Committee:   |             |        |
| Committee Members:   |  |             |        |
| Name   |  | Data        |        |
| Name   |  | Date        |        |
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|  |  | 15          |        |

## County of Sheboygan Committee A/P Report

5/16/2022 Page -

Beginning Batch Date 4/24/2022

**Department Accounts Payable** 

**Ending Batch Date** 

|                 | Invoice Number | <b>Invoice Date</b> | G/L Date     | Invoice Amt | Remarks                  |
|-----------------|----------------|---------------------|--------------|-------------|--------------------------|
| County Departme | ent 00199 Huma | n Resources Dep     | partment     |             |                          |
| Business Unit   | 146            | Personnel Adm       | ninistration |             |                          |
| United Mailing  | Services Inc   | 120133              |              |             |                          |
|                 | 195727         | 5/5/2022            | 4/30/2022    | 1.16        | APR 2022 Postage Charges |
|                 |                | Supplier Total      |              | 1.16        |                          |
|                 | Busi           | ness Unit Total     |              | 1.16        |                          |
|                 | County Dep     | partment Total      |              | 1.16        |                          |

## County of Sheboygan

Committee A/P Report

5/16/2022 Page -

Beginning Batch Date 4/24/2022

**Department Accounts Payable** 

Ending Batch Date

| <u>_</u>         | nvoice Nu  | mber  | Invoice Date    | G/L Date | Invoice Amt | R              | emarks |
|------------------|------------|-------|-----------------|----------|-------------|----------------|--------|
| County Departmen | nt 01082   | Corpo | ration Counsel  |          |             |                |        |
| Business Unit    | 112        |       | Chapters 51-55  |          |             |                |        |
| Thomson Reute    | ers - West |       | 1274            |          |             |                |        |
|                  | 8461016    | 518   | 4/1/2022        | 4/1/2022 | 56.41       | Invoice #84610 | 1618   |
|                  |            |       | Supplier Total  |          | 56.41       |                |        |
|                  |            | Busir | ness Unit Total |          | 56.41       |                |        |

## County of Sheboygan Committee A/P Report

Page -

5/16/2022

Beginning Batch Date 4/24/2022

**Department Accounts Payable** 

Ending Batch Date

|               | Invoice Number | Invoice Date    | G/L Date     | Invoice Amt |          | Remarks |
|---------------|----------------|-----------------|--------------|-------------|----------|---------|
| Business Unit | 113            | Corporation Co  | unsel Admini | stra        |          |         |
| Hopp Neumai   | nn Humke LLP   | 36981           |              |             |          |         |
|               | MAY 2022       | 5/3/2022        | 5/3/2022     | 20,243.83   | May 2022 |         |
|               | MAY 2022       | 5/3/2022        | 5/3/2022     | 13,411.42   | May 2022 |         |
|               |                | Supplier Total  |              | 33,655.25   |          |         |
|               | Busi           | ness Unit Total |              | 33,655.25   |          |         |

## **County of Sheboygan Committee A/P Report**

5/16/2022 Page -

Beginning Batch Date 4/24/2022

**Department Accounts Payable** 

**Ending Batch Date** 

|               | Invoice Number | Invoice Date    | G/L Date    | Invoice Amt | Remarks            |
|---------------|----------------|-----------------|-------------|-------------|--------------------|
| Business Unit | 114            | Corporation Co  | unsel Child | Supp        |                    |
| Thomson Reu   | iters - West   | 1274            |             |             |                    |
|               | 846101618      | 4/1/2022        | 4/1/2022    | 77.91       | Invoice #846101618 |
|               |                | Supplier Total  |             | 77.91       |                    |
|               | Busi           | ness Unit Total |             | 77.91       |                    |
|               | County De      | partment Total  |             | 33,789.57   |                    |