MINUTES OF THE
AD HOC COMMITTEE ON CONSOLIDATION OF DEPARTMENTS, COMMITTEES AND THE NUMBER OF SUPERVISORY DISTRICTS FOR ONEIDA COUNTY MEETING
November 1, 2010

Members Present: Chairman David Hintz; John Young; Carol Pederson; Denny Thompson; and Tom Rudolph.

Others Present: John Potters, County Coordinator; Brian Desmond, County Corporation Counsel; District #18 Supervisor Peter Wolk; and LuAnn Brunette, Buildings & Grounds Leadperson/Committee Secretary.

CALL TO ORDER
Chairman Hintz called the meeting to order at approximately 9:30 a.m. in Committee Room #2 of the Oneida County Courthouse. He noted that the meeting notice had been properly posted and mailed in accordance with the Wisconsin Open Meeting Law and accommodations would be made for qualified individuals pursuant to the Americans with Disabilities Act.

APPROVE AGENDA
Motion to approve the agenda by Rudolph/Pederson. All aye on voice vote.

MINUTES OF OCTOBER 7, 2010
Motion by Rudolph/Thompson to approve the minutes of the October 7, 2010 meeting, with no corrections, additions or deletions. All aye on voice vote.

PUBLIC COMMENTS
There was no public comment.

RESOLUTION FOR RECOMMENDATION ON REDUCTION IN NUMBER OF SUPERVISORS
Committee members reviewed a draft resolution recommending a reduction in the number of supervisors. Discussion followed, and Brian Desmond, Corporation Counsel, entered the meeting to discuss possible changes to the draft resolution.

Chairman Hintz addressed other agenda items while changes were made to the draft resolution.

APPROACH FOR CONSOLIDATION UPDATE
County Coordinator John Potters discussed his research on possible approaches for consolidation and indicated that it would ultimately come down to monetary costs. He related he did check with counties who have contracted with outside consultants, not at a full county level, but only for specific departments. He

discussed Wood County's use of a private consultant for their restructuring of the law enforcement and highway departments at a cost of about $50,000. He stated that the proposed changes were met with some resistance. Potters indicated that his research identified some cities have also used outside consultants for citywide restructuring. He stated that results might have been better achieved through an internal process, noting that use of a consultant has shown to be costly and to be met with some resistance. Potters stated his recommendation was that departmental consolidation, but not supervisory or committee consolidation, should be done internally using a team approach. He suggested using a supervisor and individuals from different departments who would have different input. He stated that this would be a cost savings over the use of a consultant.

Supervisor Thompson stated he agreed with this approach, noting internal involvement would create a stakeholder interest, which may result in less fear. He discussed the use of department heads informally for this process.

Discussion followed with regard to open meeting law mandates.

Potters related that working meetings of staff do not have to be posted, noting that he does have team meetings with staff groups, but that this group would likely need to meet more frequently.

Chairman Hintz indicated that staff involved in this group wouldn't have to be department heads.

Discussion followed on how many people should be involved in this work group.

Potters discussed the group composition. He stated he would recommend selecting individuals that would have a variety of personality types and might generate a wider range of ideas. He discussed history of a consolidation effort at the hospital, with which he was familiar, noting their use of an outside approach that probably cost more money than it was worth. He discussed consequences of this approach, noting that trying the internal approach first would be the less expensive, less intrusive way to approach this initially, and if it doesn't work, a consultant could be used later in the process.

Chairman Hintz related the need for staff to be given adequate time from their regular duties to work on this.

Supervisor Rudolph voiced his agreement, at least to begin with, to look at an internal approach. He noted that consolidation could result in a reduction in the number of employees, and for that reason he was afraid that the internal approach might be difficult to follow as staff members may not want to jeopardize their own position in this process. He indicated that he thought this could work if this team or internal subcommittee were to bring their thoughts to this committee

to develop the policy for recommendation to the full county board. He noted that this issue is still this committee's charge, and this approach could work, but needs to be channeled through this committee. He stated that he is interested in obtaining staff's opinions, but hesitates to depend entirely on the internal process.

Chairman Hintz stated he agreed, their recommendations would come to this committee for discussion and evaluation.

Supervisor Pederson discussed the process, noting that staff are the people who know where the common ground might be. She stated that she could support the concept of an internal team, even though she also supported what Supervisor Rudolph was saying.

Chairman Hintz discussed the possibility of discovery of efficiencies without consolidation, not just consolidation.

Potters discussed consolidation and reduction through attrition. He stated that five to ten people leave the county's employment annually, noting the vacancy review process is basically internal within a department. He stated that this subcommittee composed of outside departments would provide a whole new outlook, and wouldn't rely only on internal viewing. He suggested a mix of staff, not just managers, but to include some employees, some upper level managers, and some mid-management staff.

Chairman Hintz discussed his concern to provide this group with adequate time and support to work on this issue.

Supervisor Thompson noted that the committee might be surprised that some staff members all ready have pre-conceived ideas of where changes could be made.

Discussion followed with regard to the number of staff members to be included on this subcommittee and how recommendations would be brought to the committee's attention, with this committee having the authority to make the final decision. Committee members discussed Potters' role on the subcommittee to coordinate the meetings in a timely, facilitated manner. **Motion by Young to authorize Potters to establish a team or subcommittee of five individuals comprised of staff and department heads, with Potters to act as a coordinator and to chair the group as a non-voting member. Second by Thompson.** All aye on voice vote.

Potters indicated he would provide the committee with a list of names of possible subcommittee members for review.

Supervisor Rudolph suggested this be an item on the next agenda, as the committee members need time to digest this approach.

Supervisor Young stated that he and Pederson anticipated that committee members would talk to the department heads about this approach, noting the need for department head feedback. He concluded that the decision to determine when this should be implemented should be up to this committee.

Chairman Hintz stated the process should also involve the other committee chairs, noting he would like to provide the chairs of each committee to have the opportunity for feedback.

Supervisor Rudolph was excused from the meeting at 10:50 a.m.

Chairman Hintz discussed holding a meeting with the current committee chairs at the next meeting, or that members of this committee could divide the groups identified on the hand out and meet with those committee chairs and department heads on the consolidation plan as presented and report back to this committee with their recommendations. He anticipated meeting with some resistance on this issue.

Assignments were made:
Young – public safety & judiciary and administrative;
Pederson - health and human services;
Thompson – property;
Rudolph - public works; and
Hintz - planning & development.

Chairman Hintz asked that this list be reviewed with department heads and committee chairs to obtain their comments, noting this item would be on the next meeting agenda to allow the committee to discuss feedback.

Committee members discussed how this could impact county government and make it more efficient.

SUPERVISORS TEAM UPDATE
Chairman Hintz noted that the preparation of the resolution covered this item.

DEPARTMENTS TEAM UPDATE
Chairman Hintz noted action taken earlier in the meeting and instructed the county coordinator to form the team or subcommittee of staff and proceed as directed.

APPROVE FUTURE MEETING DATES
Chairman Hintz set the next meeting date as Tuesday, November 30, 2010 at 9:30 a.m.

FUTURE AGENDA ITEMS
Chairman Hintz indicated that the next meeting notice should Include the committee plan update and feedback from committee chairs and department heads.

ADJOURNMENT
The meeting adjourned by a motion of Pederson/Thompson. The time was approximately 11:08 a.m. All aye on voice vote.

David Hintz, Chairman	LuAnn Brunette, Committee Secretary

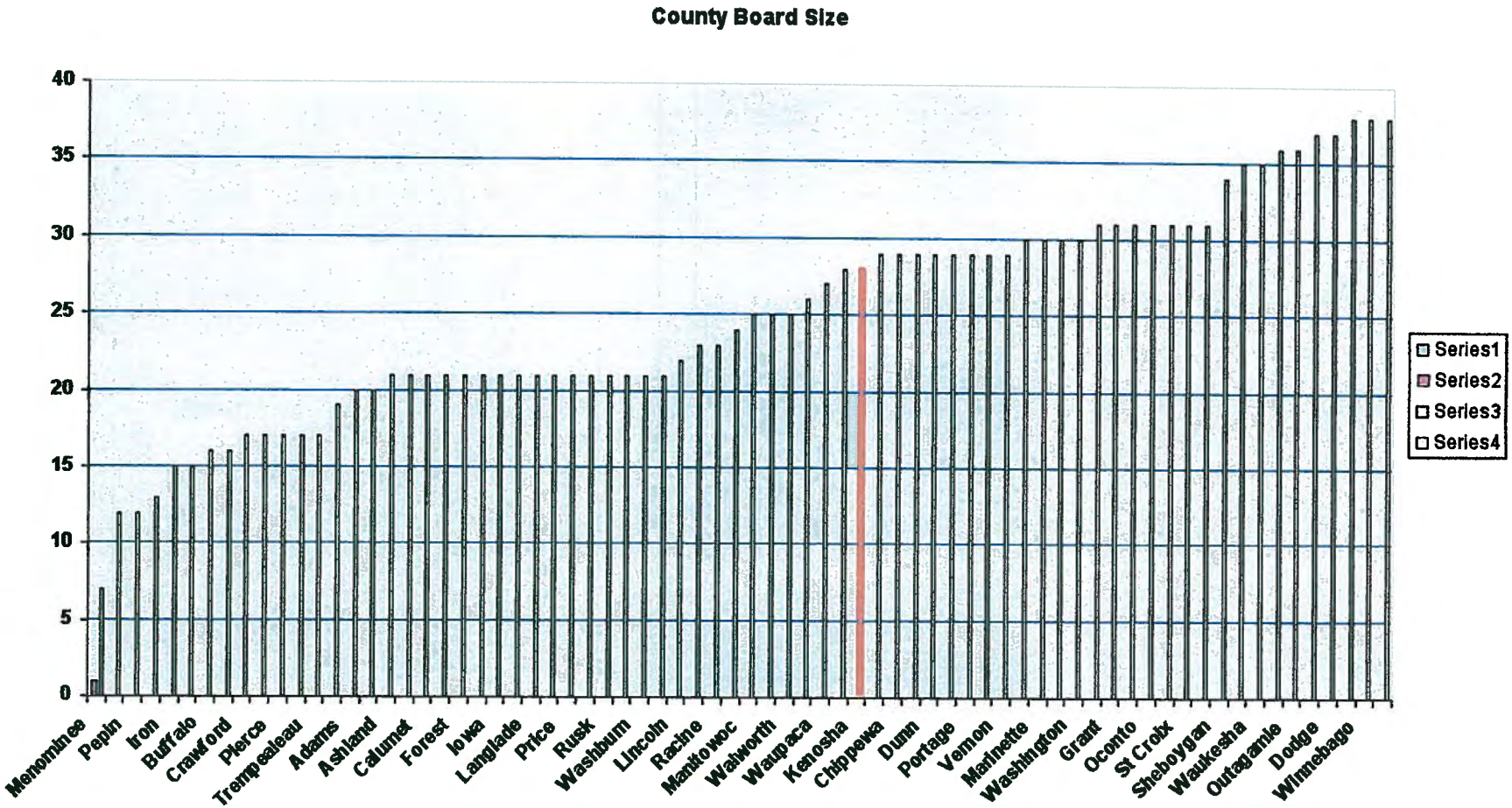
Menominee	7	
Florence	12	
Pepin	12	
Bayfield	13	
Iron	15	
Sawyer	15	
Buffalo	16	
Lafayette	16	
Crawford	17	
Marquette	17	
Pierce	17	
Taylor	17	
Trempealeau	17	
Jackson	19	
Adams	20	
Kewaunee	20	
Ashland	21	
Burnett	21	
Calumet	21	
Door	21	
Forest	21	
GreenLake	21	[Now reduced to 19]
Iowa	21	
Juneau	21	
Langlade	21	
Oneida	21	
Price	21	[13 as of 11/7/06]
Richland	21	
Rusk	21	
Vilas	21	
Washburn	21	
Waushara	21	[11 as of 11/7/06]
Lincoln	22	
Polk	23	
Racine	23	MEAN AS OF NOVEMBER 7, 2006
Monroe	24	MEAN PRIOR TO LEG.
Manitowoc	25	
Milwaukee	25	
Walworth	25	[Ref. Pend. 4/07 to reduce to 11]
Brown	26	
Waupaca	27	
Douglas	28	[Ref. Pend. 4/07 to reduce to 7]
Kenosha	28	

Barron	29	
Chippewa	29	
Clark	29	
Dunn	29	
Eau Claire	29	
Portage	29	
Rock	29	
Vernon	29	
Jefferson	30	
Marinette	30	[Now reduced to 27]
Shawano	30	
Washington	30	
Columbia	31	
Grant	31	
Green	31	
Oconto	31	
Ozaukee	31	
St Croix	31	
Sauk	31	
Sheboygan	34	
LaCrosse	35	
Waukesha	35	[Now reduced to 25]
FondDuLac	36	[18 as of 11/7/06]
Outagamie	36	
Dane	37	
Dodge	37	
Marathon	38	
Winnebago	38	[Now reduced to 36]
Wood	38	[18 as of 11/7/06]

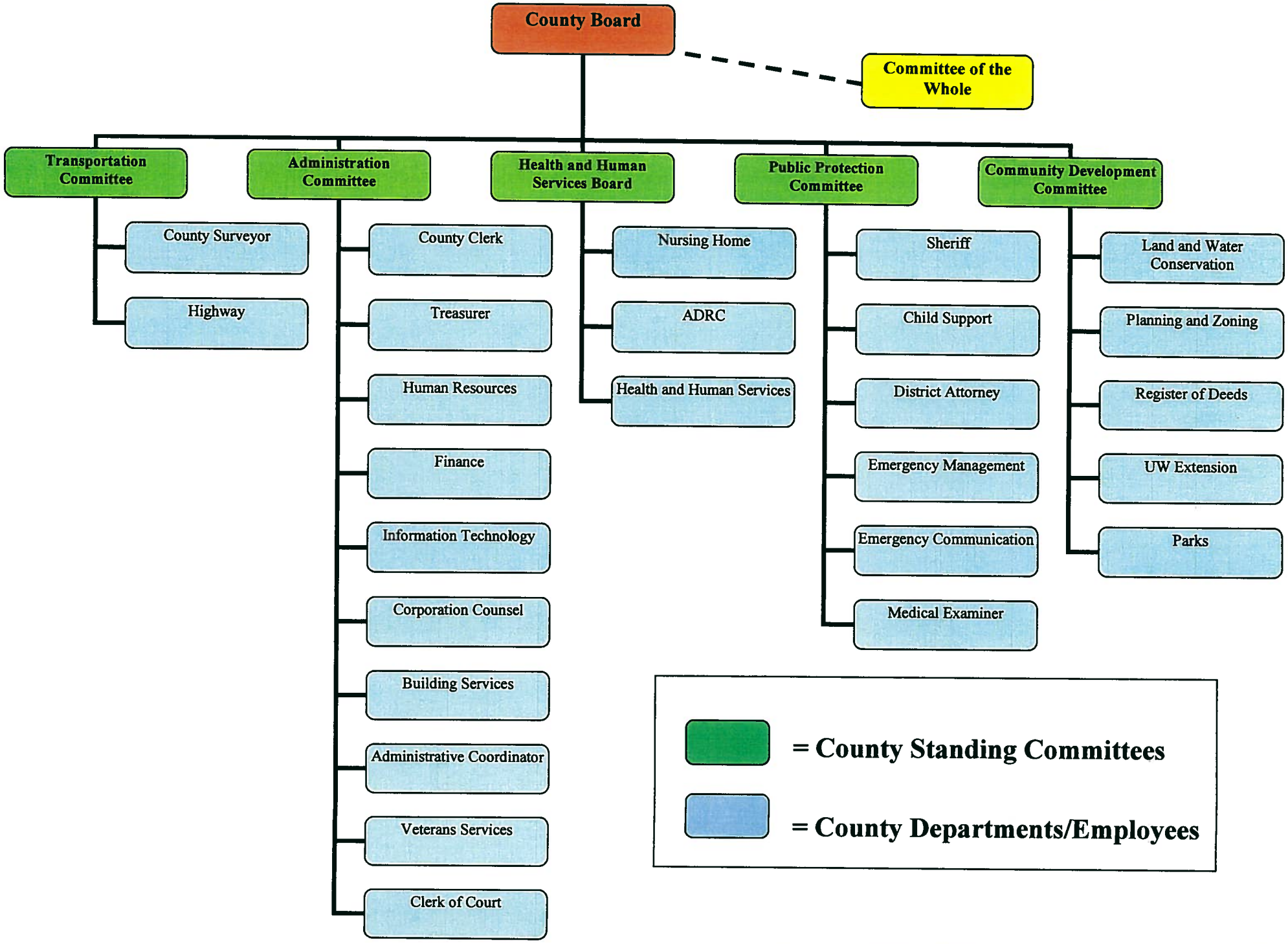
COUNTY BOARD MEMBERSHIP
[LOWEST TO HIGHEST]

COUNTY BOARD MEMBERSHIP FROM LOWEST TO MOST POPULATED COUNTIES

	Population		CoBdSize
Menominee	4,562		7
Florence	5,088		12
Iron	6,861		15
Pepin	7,213		12
Forest	10,024		21
Buffalo	13,804		16
Bayfield	15,013		13
Rusk	15,347		21
Burnett	15,674		21
Price	15,822	21 >	13
Marquette	15,832		17
Washburn	16,036		21
Lafayette	16,137		16
Sawyer	16,196		15
Ashland	16,866		21
Crawford	17,243		17
Richland	17,924		21
Adams	18,643		20
Jackson	19,100		19
GreenLake	19,105	21 >	19
Taylor	19,680		17
Kewaunee	20,187		20
Langlade	20,740		21
Vilas	21,033		21
Iowa	22,780		21
Waushara	23,154	21 >	11
Juneau	24,316		21
Trempealeau	27,010		17
Door	27,961		21
Vernon	28,056		29
Lincoln	29,641		22
Clark	33,557		29
Green	33,647		31
Oconto	35,634		31
Oneida	36,776		21
Pierce	36,804		17
Dunn	39,858		29
Calumet	40,631		21
Shawano	40,664		30
Monroe	40,899		24
Polk	41,319		23
Douglas	43,287		28
Marinette	43,384	30 >	27
Barron	44,963		29
Grant	49,597		31
Waupaca	51,731		27
Columbia	52,468		31
Chippewa	55,195		29
Sauk	55,225		31
St Croix	63,155		31
Portage	67,182		29
Jefferson	74,021		30
Wood	75,555	38 >	18
Ozaukee	82,317		31
Manitowoc	82,887		25
Dodge	85,897		37
Eau Claire	93,142		29
Walworth	93,759		25
FondDuLac	97,296	36 >	18
LaCrosse	107,120		35
Sheboygan	112,646		34
Washington	117,493		30
Marathon	125,834		38
Kenosha	149,577		28
Rock	152,307		29
Winnebago	156,763	38 >	36
Outagamie	160,971		36
Racine	188,831		23
Brown	226,778		26
Waukesha	360,767	35 >	25
Dane	426,526		37
Milwaukee	940,164		25


County Board Size
40
35
30
25
20
15
10
5
0
Menominee
Pepin
Iron
Buffalo
Crawford
Pierce
Trempealeau
Adams
Ashland
Calumet
Forest
Iowa
Langlade
Price
Rusk
Washburn
Lincoln
Racine
Manitowoc
Walworth
Waupaca
Kenosha
Chippewa
Dunn
Portage
Vernon
Marinette
Washington
Grant
Oconto
St Croix
Sheboygan
Waukesha
Outagamie
Dodge
Winnebago
Series1
Series2
Series3
Series4

2010 St. Croix County Organizational Chart



Effective for the term beginning April, 2010

ONEIDA COUNTY

POSSIBLE CONSOLIDATION OF COMMITTEES-2

	# REGULAR MEETINGS	# MEMBERS	# MTGS TIMES # MEMB	PER DIEMS SAVED	45 PER DIEMS at $45
PUBLIC WORKS					
Highway	24	5	120		
Landfill	12	5	60	60	2,700
HEALTH AND HUMAN SERVICES					
Public Health	12	4	48	48	2,160
Social Services	12	5	60		
Department on Aging	12	4	48	48	2,160
PLANNING AND DEVELOPMENT					
UW-Extension/Land Conservation	12	5	60	60	2,700
Planning and Zoning	24	5	120		
Tourism	12	5	60	60	2,700
PUBLIC SAFETY AND JUCIARY					
Emergency Management	12	5	60	60	2,700
Circuit Courts	12	5	60		
Clerk of Courts			0		
Sheriff			0		
District Attorney			0		
Corporation Counsel			0		
Medical Examiner			0		
ADMINISTRATIVE					
Finance	24	5	120		
ITS			0		
County Clerk			0		
County Treasurer			0		
LRES	24	5	120	120	5,400
Resolutions Review	12	3	36	36	1,620
PROPERTY					
Buildings and Grounds	12	5	60	60	2,700
Land Information	12	5	60		
Register of Deeds	12	5	60	60	2,700
Forestry and Outdoor Recreation	12	5	60	60	2,700
Mining	12	5	60	60	2,700
			1272	732	32940

Chairman's pay	1,440
	34,380
Fringes	2,699
Mileage ave 32 m	11,712
Potential Savings	48,791

Frequency and Length of Committee meetings

Committee	Chair	Meeting Held	Approximate Length
ADHOC Consolidation	David Hintz	Monthly	1.5-2 hours
ADHOC Grievance	Ted Cushing	As needed	As needed
ADHOC - Redistricting	Gary Baier	As needed/monthly	1.0 hours
Agricultural & Extension/Land & Water Conservation	Tom Rudolph	Monthly	1.5-3 hours
Board of Adjustment	Robert Rossi	Monthly/ as needed	1.1.5 hours does not include site visit
Board of Canvass	No Current Members		
Board of Health	Romelle Vandervest	Monthly	1-1.5 hours
Buildings & Grounds	James Sharon	Monthly	1-1.5 hours

Civil Service Commission	John Vanney	As needed	2-3 hours or as needed
Commission on Aging	Sonny Paszak	Monthly	1.5-2 hours
Commission on Aging Advisory Council SubCommittee			
Commission on Aging Facility SubCommittee			
Commission on Aging Nominations SubCommittee			
Commission on Aging Nutrition SubCommittee			
Commission on Aging Transportation SubCommittee			
Comprehensive Plan Oversight	Gary Baier	As needed/discontinued	1.5-2 hours

Department on Aging Building	Gary Baier	Monthly/as needed	0.5-1 hours
Emergency Management	Matt Matteson	Monthly	1-1.5 hours
Exhibition & Education SubCommittee			
Fair Planning Team			
Family Care	Ted Cushing	Quarterly/ as needed	
Finance & Insurance	Ted Cushing	Monthly	1-1.5 hours
Forestry, Land, & Outdoor Recreation	Gary Baier	Monthly	2-3 hours
Highway	John Hoffman	Bi-weekly	1.5-2 hours
Labor Relations & Employee Services	Jack young	Bi-weekly as needed	1.5-2 hours
Land Records	Gary Baier	Monthly	1 hour

Large Assembly	Matt Matteson	As needed	1-1.5 hours
Law Enforcement & Judiciary	David O'Melia	Monthly	1 hour
Library Board	Elmer Goetsch	Monthly	1.5 hours
Local Emergency Planning	Brian Gehrig	Approximate 2X/per year	35-45 Minutes
Long Term Support	John Hoffman	Quarterly	45 min
Mining Oversight, Local Impact	David Hintz	Monthly or as needed	1.5-2 hours
Planning & Zoning	Scott Holewinski	Bi Weekly	2-3 hours
Resolutions & Ordinances Legislative	David O'Melia	Monthly	30 minutes
Senior Center Advisory Council	Maxine Meyer	Monthly	2 hours

Social Services	John Hoffman	Monthly	1.5-2 hours
Solid Waste	Matt Matteson	Monthly	1.5-2 hours
Tourism Council	Diane Hapka	Monthly	1.5-2 hours
Traffic Safety	Kevin Kirby	Monthly	0.5-1 hours
Veterans Service	Wilbur Petroskey	Monthly	30-45 minutes