

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 3/22/2023

Weekly Agenda Date: 3/28/2023

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Supervisors J. Taylor/M. Nelson

WORDING FOR AGENDA ITEM:

Approval for One-Time Funding of \$108,894 for Certain Employees Under Collectively Bargained Contracts to Receive One-Time ARPA Funding and Direct HR Director to Engage in MOU Process

ACTION REQUIRED:

Approve Ordinance

Approve Resolution

Approve Motion

Public Hearing

Other: Informational

Attachments

EXECUTIVE SUMMARY:

Employees have approached the Board of Supervisors regarding raises during an interim between collectively bargained for contracts. The Board during the last decade has attempted to be fair while striking a balance that puts property taxpayers in a position that is unheralded: 9 years of flat taxation. It is simply too late to increase wages and reopen the bargaining process. This item does what can be done and takes some of the last ARPA money designed to retain employees and attempts to "build a bridge" to their next bargained-for contract. It seeks on July 1, 2023 to target those whose wages have not been bargained for, increased over the last year through renegotiations and an MOU process; instead of reopening the wage negotiation process, it implements a one-time wage retention bonus.

BACKGROUND:

There will always be some sense of disparity as we attempt as much parity as is possible. A variety of factors guide the Board including looking regionally and statewide on competitiveness, the ability of taxpayers to pay and keep up with a budget that has nearly half of all our budget in wages, past increases, future staffing shortages, etc. The Board cannot continually try to keep up with each and every request, especially if it is outside of the normal collective bargaining process. However, if one-time funding remains and the Board has exhausted every other viable source of funding it seems reasonable that we would look to compensate our employees.

The groups that seemed to be most appropriate fitting into this situation:

- AFSCME Juvenile Detention (22)
- AFSCME Courthouse (57)
- Others (14)

Other groups have received, for example, a 4% wage increase July 2022 and then a 2% raise July 2023. Certain staff members ranging from secondary roads to jailers and another time county attorneys have been targeted due to "being behind," or having staffing shortage issues that necessitated increasing the incentive to be employed in Woodbury County. Another group will go to 6% as of July 2023, wage plan will be at 4.25%, elected officials will be decided through the BOS process but can assume to be above a 4% threshold as well.

FINANCIAL IMPACT:

93 employees = \$108,894 to include FICA and IPERS

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes No

RECOMMENDATION:

Approve the following motion.

ACTION REQUIRED / PROPOSED MOTION:

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