

# 2022 Executive Committee Budget

October 20, 2021



# 2022 Administrator's Budget Themes

What are the large policy considerations that drove the development of the 2022 Budget

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- Staff Focus
    - Most critical asset
    - Budget driver
    - COLA and Salary Study
  - Tax Payer Focus
    - Reduction of tax levy
    - Future focus
  - Fiscal Focus
    - Calculated risk in levy assumptions
    - Sales tax
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# Budget Highlights

## **The 2022 Budget reduces tax levy by \$305,000**

This levy reduction will decrease property taxes approximately \$12.00 on a \$250,000 home

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## **Ozaukee County continues to grow**

The value of all property increased 5% and 1.7% is due to new growth

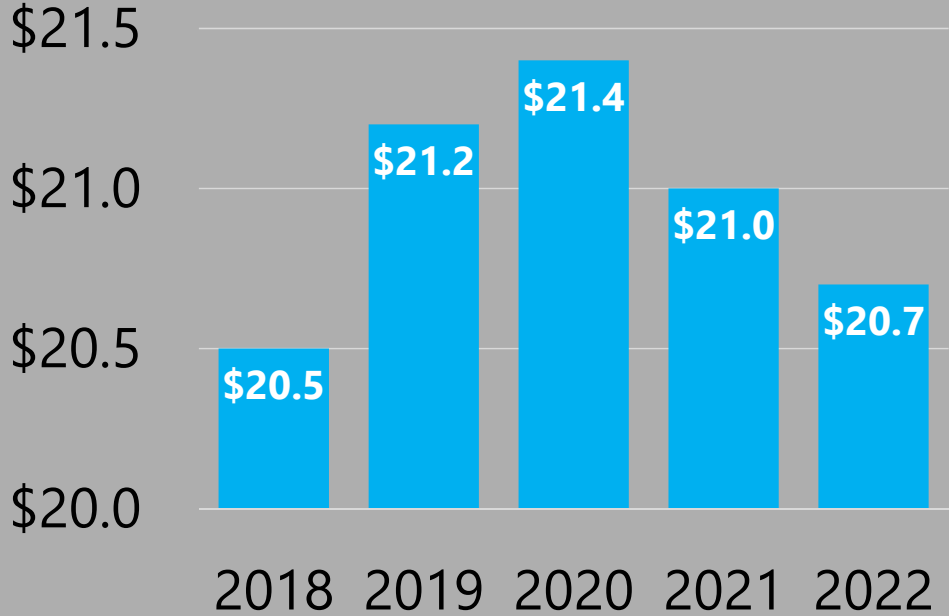
The 2022 Budget levies \$308,000 attributable to this growth

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## **Fiscally the county continues to enjoy a strong financial position**

All major department fund balances are within levels for calculated risks

# 2018-2022 Levy in Millions



# Budget Summary

The 2022 Budget returns the tax levy to 2018 levels and is the first time in 20 years that consecutive levy reductions have been achieved

# 2022 Budget Summary

	2021	2022	+/- \$
County Levy	\$21,063,948	\$20,759,434	(\$304,514)
Library Levy	\$648,674	\$669,842	\$21,168
County Rate	\$1.597	\$1.499	(\$0.098)
Library Rate	\$0.2667	\$0.2615	(\$0.005)



**3%**

Cost of living Increase for county employees effective January 1, 2022. Requires satisfactory review of position for 2021 work

**5%**

Health insurance premium increase, renewal is 2%. Remaining premium to fund 12%/20% policy

**\$150,000**

**\$0**

No assumption for the use of Recovery Act Funds to balance budget. Project review to align with capital budgeting process

**33%**

The 2021 debt restructuring allows the county to reduce the tax levy supporting general obligation debt thirty-three percent

# Budget Policy Initiatives

## **Financial Software & Payroll**

2022 operations will require an upgrade to the county's financial software Quarter 1.

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## **New Human Services Positions**

The budget supports the creation of three new positions in Human Services to assist with HIPPA Compliance, Behavioral Health and Economic Support

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## **Public Health Operations**

Due to the significant fund balance in the Public Health Department and the \$2,000,000 in COVID funds the 2022 levy is being held at 2021 levels

# Countywide Compensation Study

Comprehensive review of county positions for internal and external equity

\$52 Million of \$91 Million of expenditures on personnel in 2021

A recent internal review of 40 positions across 15 departments found wages approximately 10% below market

Effort to simplify wage scales and compensation structures

Seven current wage scales



# Countywide Compensation Study

## Goals:

1. Recruitment and retention efforts
2. Create system to reward top performers
3. FLSA Exemption Designations

Estimated cost of study:  
\$100,000

Timeframe: January  
consultant selection for  
2023 implementation

Closing the wage gap:  
\$873,000

1. Use of \$308,000 of Net New Construction 2022
2. Use of \$265,000 of Net New Construction 2019
3. Balance with 2023 Net New Construction

## **Sales Tax**

The 2022 Budget assumes a \$10,068,000 sales tax revenue as projected by the WCA – this additional revenue funded the expansion requests - \$418,000

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## **University Extension Agriculture Position**

\$11,000 was allocated for a part time Agriculture Educator with a expertise in Farm Management to be shared with Ozaukee, Dodge, Sheboygan and Washington Counties

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## **Two Dispatch Positions**

\$126,000 was allocated to create two additional Dispatcher positons to staff to increasing workload and the assumption of the City of Mequon third shift

Executive  
Committee  
Expansion  
Requests  
Approved

# Executive Committee Expansion Requests Approved

## **Increase to Part-time Victim Witness Specialist Position**

\$8,600 to support the DA's Office due to the increase of felonies and the requirements of Marsy's Law

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## **Paralegal-Discovery Coordinator**

\$45,000 to assist the DA's Office to meet the ever increasing demands of electronic discovery

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## **Conservation Planner – Soil Health Specialist**

\$68,000 to support the creation of a Soil Health position in Land and Water.

## **Clean Farm Families**

\$10,000 to support the efforts of the Ozaukee Clean Farm Families

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## **Technical Support for Septic Program**

\$7,400 POWTS Inspector Credential and Certified Soil Tester position to support Land and Water

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## **Contract for NR 151 Permitting**

\$15,000 for a contract to finalize countywide construction runoff permit

Executive  
Committee  
Expansion  
Requests  
Approved

# Executive Committee Expansion Requests Approved

## **New position - Economic Support Lead**

\$82,509 of a fully revenue supported position to enhance Ozaukee's ability to respond to customers/members as the National Health Care Emergency Waivers are expected to end.

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## **New position - Compliance and Communication**

\$98,000 of a revenue supported position to assist with HIPPA compliance.

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## **New position - Behavioral Health Supervisor**

\$103,000 of a revenue supported position to support the Mental Health and AODA work in Human Services

## **Ozaukee Economic Development**

\$15,000 Ozaukee Economic Development grant increase to support marketing activities

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## **Family Promise**

\$15,000 to support the operations of the Family Promise Homeless shelter

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## **Youth Apprenticeship Program**

\$15,000 to support the Youth Apprenticeship Program

Executive  
Committee  
Expansion  
Requests  
Approved

# Executive Committee Expansion Requests Approved

## **Full-Time Wabedonia Park Caretaker**

\$25,000 to fund moving Wabedonia Caretaker from part time to full time

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## **County Board Salaries**

\$7,800 to increase in County Board Salaries to \$5,460 annually and three times for County Board Chairperson. Salary would remain the same annually for each year of the two-year term

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## **Full-Time Fairgrounds Maintenance Position**

\$60,000 to create of a full-time maintenance position at the County Fairgrounds net of plowing and mowing contract.

## **Milwaukee 7**

Elimination of county support of \$5,000 grant to Milwaukee 7

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## **Ozaukee County Tourism**

\$5,000 reduction of \$30,000 grant to Tourism

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## **Position Upgrades**

Human Services and Lasata position upgrades approved in 2021 to assist with recruitment and retention

Executive  
Committee  
Expansion  
Requests  
Approved



# Expansion Requests not approved

- \$18,000 to fund UWEX Marketing Activities
  - Executive Committee plans a discussion of Countywide Marketing efforts in Q1 2022
- \$122,000 for School Resource Officer
  - Executive Committee deferred funding until levels of school support are approved
- Position Upgrades
  - The majority of position upgrade requests were deferred in anticipation of the salary study