

Waukesha County Board of Supervisors

Minutes of the Public Works Committee Thursday, November 16, 2023

Chair Hammitt called the meeting to order at 8:30 a.m.

Present: Supervisors Keith Hammitt, James Batzko, Darryl Enriquez, Joel Gaughan, Christine Howard, Darlene Johnson and Richard Morris

Also Present: Chief of Staff Sarah Spaeth, Legislative Policy Advisor Sarah Fraley, Administrative Specialist Barbara Hollander, Director of Public Works Allison Bussler, Facilities Manager Shane Waeghe, Fleet Maintenance Manager Tom Zembruski, Highway Operations Manager Hans Guderyon, Financial Analyst Willem Weigel and Engineering Services Manager Brett Wallace

Approve Minutes of October 12

MOTION: Howard moved, second by Johnson to approve the minutes of October 12. Motion carried 7-0

Next Meeting Date

December 7

Executive Committee Report from October 23

Hammitt reported that this was a joint meeting with the Finance Committee and they approved three operating budgets, two ordinances, two RFPs, five appointments and adopted the 2024-2028 Five-Year Capital Projects Plan.

Legislative Update

Fraley reported that both houses wrapped up election bills. A few HHS bills continued to progress. The legislature will not be back in session until after the first of year.

Discuss and Consider Ordinance 178-O-068 Modify The 2023 Department Of Public Works General Fund Budget For Inflationary Cost Increases Funded With American Rescue Plan Act Revenues

Bussler and Waeghe presented that this ordinance modifies the 2023 Public Works - General Fund budget by appropriating \$317,000 American Rescue Plan Act (ARPA) funds to cover \$210,000 of above budget electricity expenses, \$90,000 for above budget facility maintenance operating expenses, and \$17,000 for above budget interdepartmental charges relating to facility maintenance.

MOTION: Howard moved, second by Morris to approve Ordinance 178-O-068. Motion carried 7-0

Informational Presentation on Innovative Recruitment and Hiring Strategies

Zembruski gave a PowerPoint presentation on hiring and retention which included a snapshot of what is working in Waukesha County. Some of the hiring strategies include mentoring technical college students and those entering the workforce by giving tours of the County Highway Operations facility, assistance in pre-interview preparation/post interview follow-up, ACE (American Council on Education) – on-the-job training and certifications can be turned into college credits, and the College

Level Examination Program (CLEP) tests, which are computer-based college-level tests that anyone can take to earn credit toward a college degree.

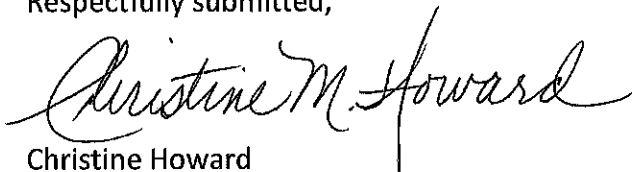
Zembruski said the employee satisfaction survey has gone from 61.5% in 2018 to 94.5% today. Most of the employee feedback centered around information not being shared openly. Significant improvements have been made over the last few years, and a strong focus has been on retaining employees who are high performers.

Tour of Waukesha County Highway Operations Facility

The committee took a tour of the County Highway Operations facility.

MOTION: Howard moved, second by Enriquez to adjourn at 10:04 a.m. Motion carried 7-0

Respectfully submitted,

A handwritten signature in cursive script that reads "Christine M. Howard". The signature is written in black ink and is positioned above the printed name and title.

Christine Howard

Secretary - Public Works Committee