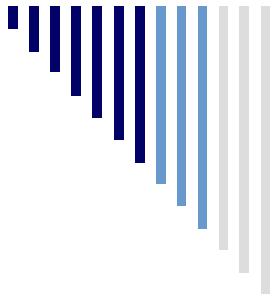


# Manitowoc County Preparing for 2011

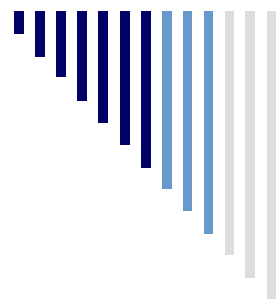
**Local Government Feels the Economy**



# Manitowoc County

## Economic Condition

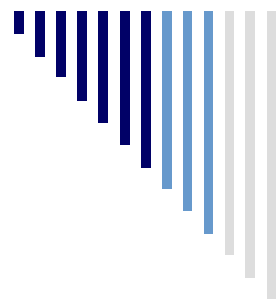




## Recent Economic/Demographic History

- **Manitowoc County Population**
  - 2000 Census 82,893
  - 2008 (DOA Est.) 84,830
  - 2009 (DOA Est.) 85,065
- **Growing population, but barely.**





## Recent Economic/Demographic History

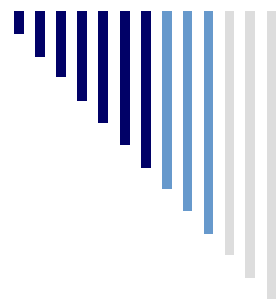
### □ Labor Market Information March Numbers

Year	Labor Force	Unemployed/(Rate)
2006	45226	2713 (6.0%)
2007	44768	2843 (6.4%)
2008	45801	2411 (5.3%)
2009	47229	4997 (10.6%)
2010	44762	5032 (11.2%)



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## Recent Economic/Demographic History

- **Aggregate Assessed Value  
Manitowoc County**

2006	\$4.178 billion
2007	\$4.795 billion
2008	\$4.864 billion
2009	\$4.982 billion





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## Wisconsin Economic Forecast

- The wait for sustained job creation to return is nearly over.
- Wisconsin started to add jobs in January and is expected to add 20,150 jobs during 2010.
- Wisconsin personal income will return to a growth path in 2010, posting an increase of 3.0% in 2010.
- This is not a “V-shaped” recovery, since credit conditions will stay tight and consumer spending sluggish.



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## Wisconsin Forecast

- **Numbers in perspective**
  - In 2009 Wisconsin lost 194,100 jobs
  - Personal Income Fell 2.2%
  - Salaries Dropped 4.4%
- **Consumers are 70% of the Economy**



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# The Wisconsin Economic Landscape

- Overall Wisconsin is not in a great position
- CEO Magazine last week ranked Wisconsin 40<sup>th</sup> in places to do business.
- We do not fare well with site selectors and many times are not even considered.
- Our historic strength has been in our entrepreneurs and local ownership.



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# Statewide Economic Development Strategy

- Wisconsin has focused on selecting winners instead of improving the overall business climate. Think Mercury Marine, Marinette Marine, Oshkosh Corporation as examples.
- Incentives should not be the primary strategy in attracting or retaining business and industry.



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## How is Manitowoc Doing?

- **Good News, Really.**

- Skana and Federal Mogul adding jobs to the economy.
- Intake sessions for Manitowoc Cranes are well attended, future call backs would indicate recovery. Manitowoc Company is a key driver in the local economy.
- Other companies are expanding production, nearing 2008 employment levels



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## The Hard Lessons Learned

- Although production is ramping up, employment may not follow.
- Many companies that laid off in 2008 went through lean process improvement and became much more efficient.
- They will grow through productivity gains and to some extent automation.



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## Anecdotal Job Market Information

- Employers are having difficulty filling open positions.
  - Sometimes there is a skills mismatch
  - The law of unintended consequences
- Workers will need a much higher skill set to be employable.



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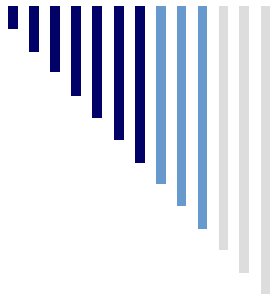
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## Economic Reality

- The Recession is over—but the pain will linger.
- State and Local Governments will face the economic reality for a couple more budget cycles.
- The numbers I am watching for Manitowoc County are the employed workforce and assessed value.

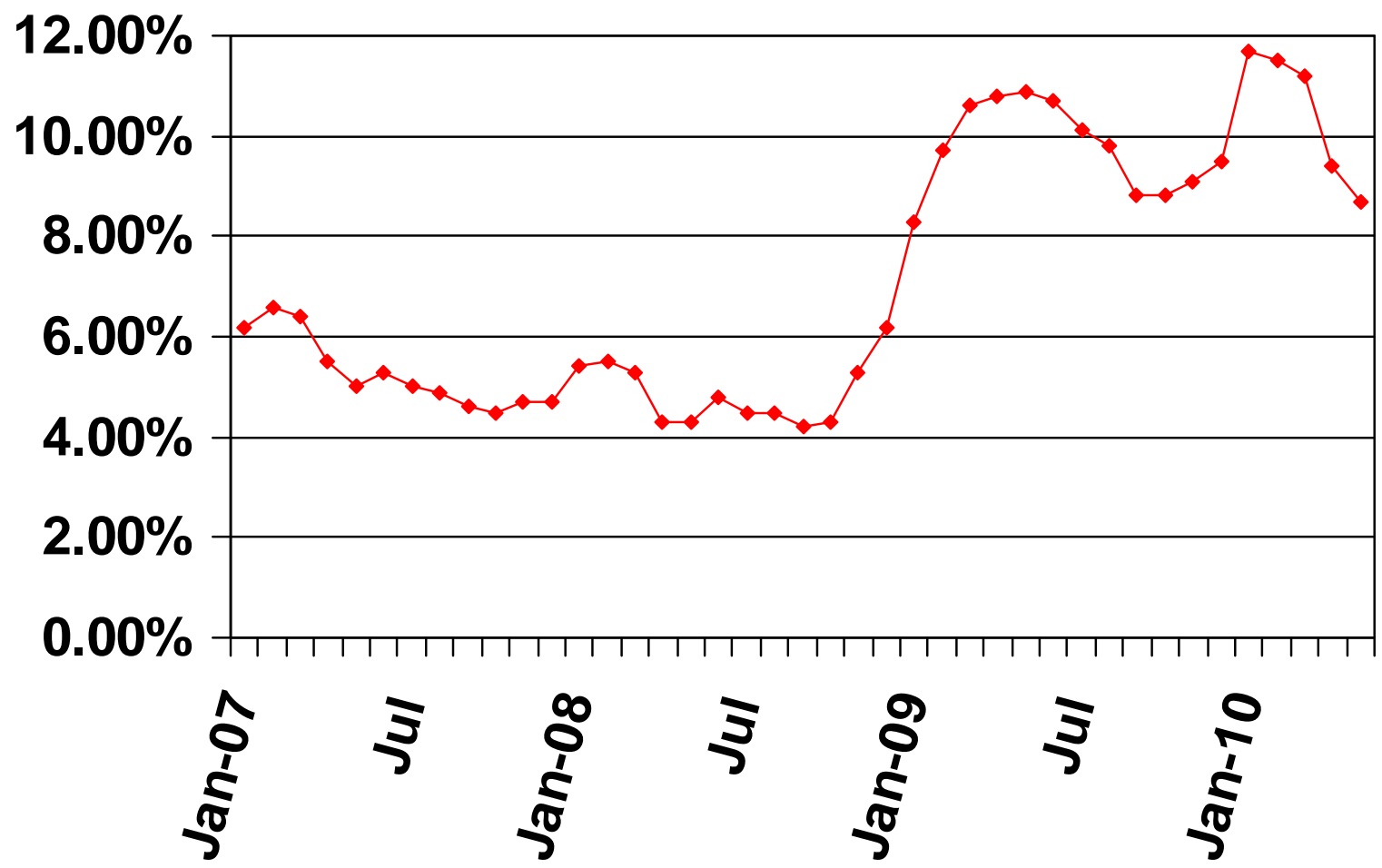


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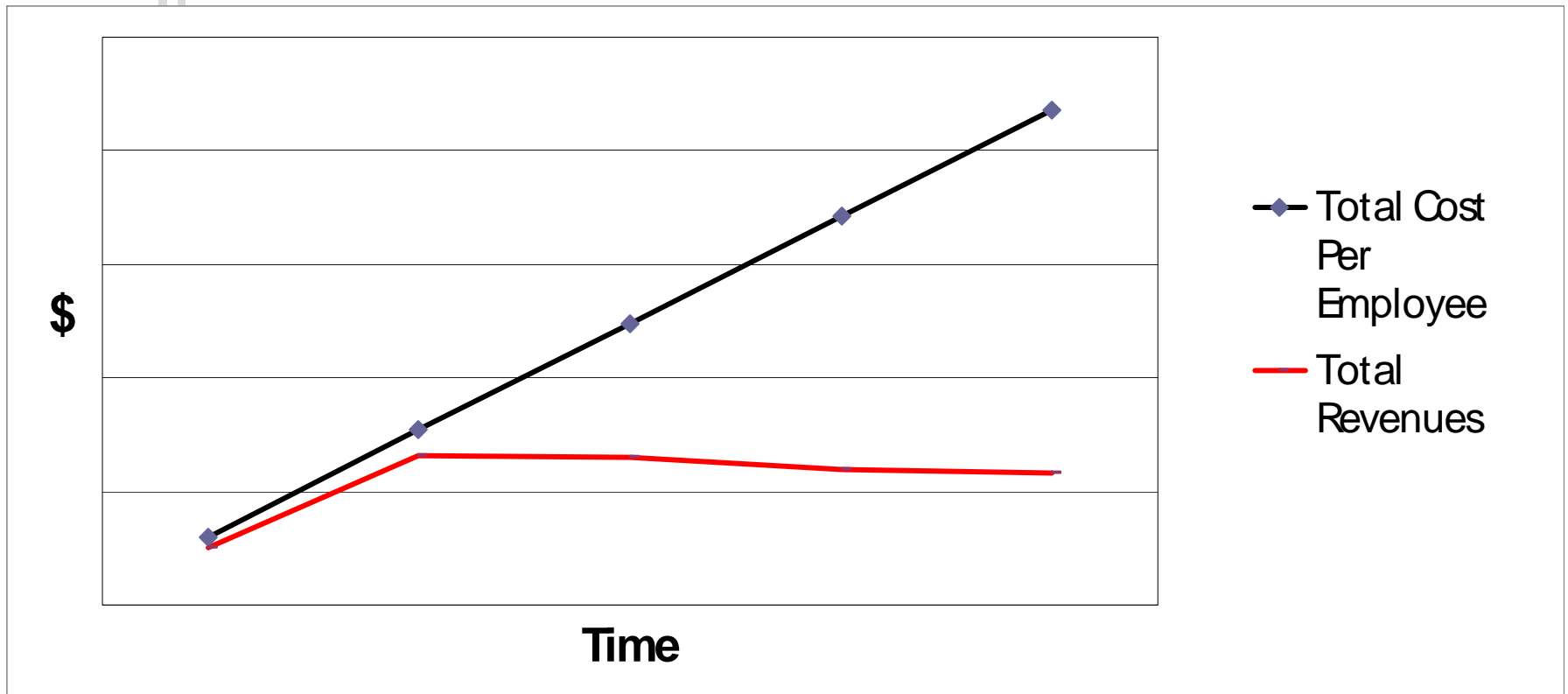


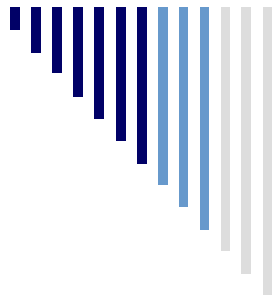
# Manitowoc County Unemployment

(Jan. 2007 – May 2010)



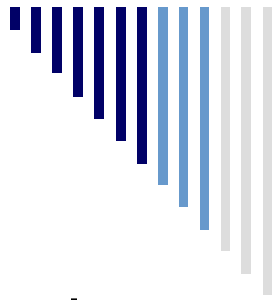
# Employee Cost vs. Revenues





# Reduction in FTE's January 1, 2009 – July 1, 2010

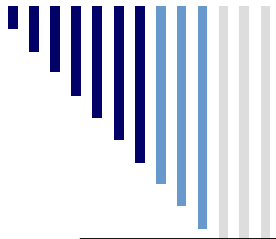
Department	Title	FTE	Effective Date	Notes
<b>Clerk of Courts</b>	Administrative Asst.	1.00	3/23/2009	
	File Clerk	0.30	5/6/2010	
<b>Total - Clerk of Court</b>		<b>1.30</b>		
<b>Comptroller</b>	Accounting Technician	<b>1.00</b>	10/2/2009	
<b>County Clerk</b>	State Voter Registration	<b>0.28</b>	1/1/2010	
<b>Highway</b>				
Highway	Union Positions	22.00	8/20/2009	Prior to 8/20/09 there were 51 Union and 9 Non-Union positions for a total of 60 positions. As of 7/1/10, there are 29 Union positions and 7 Non-Union positions for a total of 36 positions
Highway	Cost Accountant	1.00	10/12/2009	
Highway	Road & Safety Supervisor	1.00	10/1/2010	
Highway	Highway Engineer	1.00	11/6/2009	
<b>Total Eliminated - Highway:</b>		<b>25.00</b>		
<b>Human Services</b>				
Human Services	Clerk Typist	1.00	4/6/2009	
Human Services	Clerk Typist	1.00	12/30/2009	
Human Services	Administrative Asst.	1.00	10/2/2009	
Human Services	Sr. Human Serv. Prof.	3.00	10/2/2009	
Human Services	Social Service Aides	4.00	10/2/2009	
Human Services	Admin. Services Supv.	1.00	2/26/2010	
Human Services	Director	1.00	1/1/2010	Not filled in 2009 or in 2010 budget
Human Services	Clerk Typist	2.00	4/1/2010	Vacated due to Family Care
Human Services	Long Term Support Mgr.	1.00	4/1/2010	Vacated due to Family Care
Human Services	Personal Care Worker	1.00	4/1/2010	Vacated due to Family Care
Human Services	Social Work Supervisor	1.00	4/1/2010	Vacated due to Family Care
Human Services	Sr. Human Serv. Prof.	3.00	4/1/2010	Vacated due to Family Care
Human Services	Human Serv. Prof.	1.00	4/1/2010	Vacated due to Family Care
Human Services	Economic Support Spec.	1.00	5/1/2010	
<b>Total Eliminated - Human Serv.</b>		<b>22.00</b>		
<b>Information Systems</b>	Computer Tech/Trainer	<b>1.00</b>	10/2/2009	
<b>Joint Dispatch Center</b>				
Joint Dispatch Center	Confidential Admin. Asst.	1.00	10/2/2009	
Joint Dispatch Center	JDC Supervisor	1.00	11/1/2009	
Joint Dispatch Center	Telecommunicator	1.00	1/1/2010	
<b>Total Eliminated - JDC:</b>		<b>3.00</b>		
<b>Personnel</b>	Personnel Assistant	<b>0.30</b>	1/1/2010	
<b>Planning &amp; Zoning</b>				
Planning & Zoning	Assistant Director	1.00	4/6/2009	
Planning & Zoning	Secretary/Clerk	0.50	10/2/2009	Position responsibilities shared with Soil & Water Secretary
<b>Total Eliminated - Planning&amp;Zoning:</b>		<b>1.50</b>		
<b>Health Department</b>				
Health Department	Health Educator	0.76	10/2/2009	
Health Department	Public Health Nurse	1.46	2/1/2010	Positions eliminated; actual layoff to date = .66
<b>Total Eliminated - Health Dept:</b>		<b>2.22</b>		
<b>Register of Deeds</b>	Records Clerk	<b>1.00</b>	10/2/2009	
<b>Sheriff's Department</b>				
Sheriff's Department	Volunteer Coordinator	0.40	10/2/2009	
Sheriff's Department	Patrol Officer	1.00	10/2/2009	
<b>Total Eliminated - Sheriff's Dept:</b>		<b>1.40</b>		
<b>Soil &amp; Water</b>				
Soil & Water	Secretary/Clerk	0.46	5/29/2009	
Soil & Water	Secretary/Clerk	0.50	10/2/2009	Position responsibilities shared with Soil & Water Secretary
<b>Total Eliminated - Soil &amp; Water:</b>		<b>0.96</b>		
<b>Treasurer</b>	Tax Collection Specialist	<b>1.00</b>	1/1/2009	
<b>REDUCTION IN FTES SINCE 1/1/09</b>		<b>61.96</b>		



# Your HSA Plan Details At-a-Glance

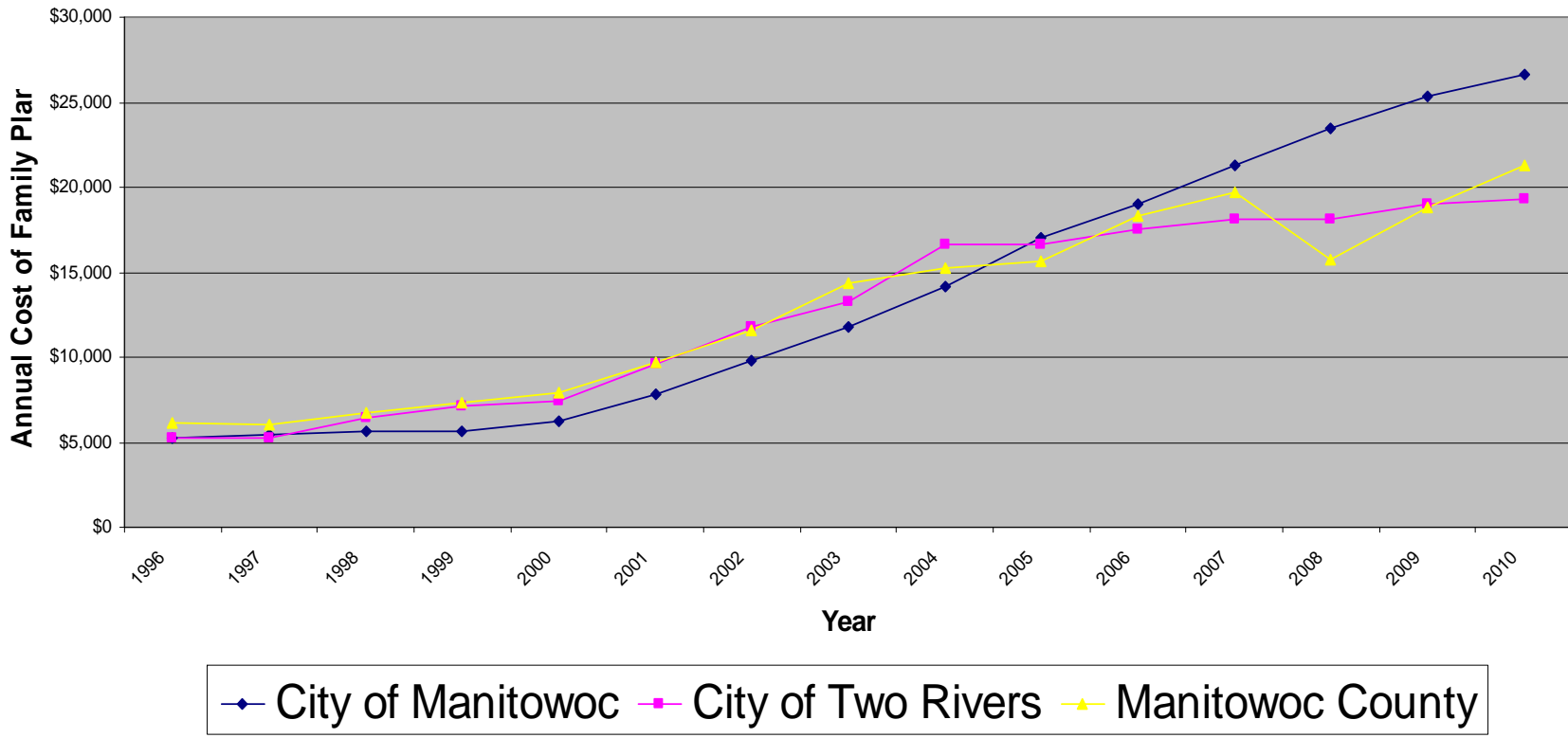
	<b>Lumenos HSA Plan</b>	<b>Single Coverage</b>	<b>Family Coverage</b>
<b>Preventive</b>	Nationally recommended services	No cost, no deduction from HSA with in-network providers.	
<b>HSA</b>	Employer's annual allocation Annual HSA contribution maximum	\$1,500 \$1,500	\$3,000 \$3,000
<b>Traditional Health Coverage</b>	Bridge amount to satisfy deductible Your Bridge amount is your annual deductible, but can be reduced by any dollars you first use from your HSA for covered services	\$0	\$0
	Then, you pay coinsurance for covered services	0% for network services 30% for out of network services	
	Plan pays 100% after annual out-of-pocket maximum (includes HSA, bridge and coinsurance)	\$1,500 (non-Network \$3,000)	\$3,000 (non-Network \$6,000)





# Health Insurance Costs Comparison to Cities of Manitowoc and Two Rivers

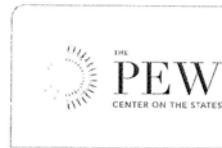
## Comparison of Cost of Family Health Insurance Premium



# Health Insurance Costs Comparison to Cities of Manitowoc and Two Rivers

Comparison of Employee Health Insurance Premiums, 1996-2010									
Year	City of Manitowoc*			City of Two Rivers**			Manitowoc County***		
	Single	Family	% Increase Family	Single	Family	% Increase Family	Single	Family	% Increase Family
Jan-96	\$ 2,016.60	\$ 5,247.36		\$2,091.24	\$ 5,228.16		<b>\$ 2,437.80</b>	<b>\$ 6,094.56</b>	
Jan-97	\$ 2,105.88	\$ 5,475.24	4.34%	\$2,091.24	\$ 5,228.16	0.00%	<b>\$ 2,411.28</b>	<b>\$ 6,028.32</b>	-1.09%
Jan-98	\$ 2,159.40	\$ 5,614.44	2.54%	\$2,558.16	\$ 6,395.52	22.33%	<b>\$ 2,700.60</b>	<b>\$ 6,751.68</b>	12.00%
Jan-99	\$ 2,159.40	\$ 5,614.44	0.00%	\$2,832.96	\$ 7,083.60	10.76%	<b>\$ 2,936.88</b>	<b>\$ 7,342.44</b>	8.75%
Jan-00	\$ 2,400.00	\$ 6,240.00	11.14%	\$2,966.64	\$ 7,416.48	4.70%	<b>\$ 3,179.28</b>	<b>\$ 7,948.32</b>	8.25%
Jan-01	\$ 3,024.00	\$ 7,860.00	25.96%	<b>\$3,827.04</b>	<b>\$ 9,567.36</b>	29.00%	<b>\$ 3,883.68</b>	<b>\$ 9,709.44</b>	22.16%
Jan-02	\$ 3,780.00	\$ 9,828.00	25.04%	<b>\$4,707.12</b>	<b>\$11,767.68</b>	23.00%	\$ 4,644.00	\$11,610.48	19.58%
Jan-03	\$ 4,536.00	\$11,796.00	20.02%	\$5,284.32	\$13,306.08	13.07%	<b>\$ 5,750.64</b>	<b>\$14,388.48</b>	23.93%
Jan-04	\$ 5,448.00	\$14,160.00	20.04%	<b>\$6,588.00</b>	<b>\$16,590.00</b>	24.68%	\$ 6,088.08	\$15,236.16	5.89%
Jan-05	\$ 6,540.00	<b>\$16,992.00</b>	20.00%	<b>\$6,588.00</b>	\$16,590.00	0.00%	\$ 6,270.48	\$15,688.56	2.97%
Jan-06	\$ 7,320.00	<b>\$19,032.00</b>	12.01%	\$6,960.00	\$17,520.00	5.61%	<b>\$ 7,328.88</b>	\$18,336.96	16.88%
Jan-07	<b>\$ 8,196.00</b>	<b>\$21,312.00</b>	11.98%	\$7,201.92	\$18,135.60	3.51%	\$ 7,872.60	\$19,697.64	7.42%
Jan-08	\$ 9,012.00	<b>\$23,448.00</b>	10.02%	\$7,201.92	\$18,135.60	0.00%	\$6,591.00	\$15,743.00	-20.08%
Jan-09	\$ 9,733.00	<b>\$25,325.00</b>	8.00%	\$7,561.92	\$19,042.44	5.00%	\$7,654.56	\$18,776.16	19.27%
Jan-10	<b>\$ 10,219.65</b>	<b>\$26,591.25</b>	5.00%	\$7,853.16	\$19,340.04	1.56%	\$8,641.56	\$21,306.12	13.47%
Cumulative Increase, 1996-2010			406.75%				269.92%		
* 2010 premiums for Wellness Plan covering non-reps and Firefighters are \$7320 single and \$19,056 family									
** City of TR rates for 2008 reflect premium of \$6,766.80 single, plus \$435 estimated average HRA exposure, premium of \$17,040.00 family, plus \$1,095.60 estimated average HRA exposure. Both components of rates increased by 5 percent in 2009.									
Effective 2010 Two Rivers makes an annual contribution into an HRA of \$748 for single plan and \$1448 for family plan The HRA contribution is included in the rates above									
***High deductible health plan in place for all employees as of 2008. Premiums reflect cost of deposit rate and \$1500 single/\$3000 family deposits									
<b>Carriers:</b>	City of Manitowoc self-insured								
	City of Two Rivers self-insured 1996-2004; Wisconsin Counties Association Group Health Trust, 2005-09								
	Manitowoc County fully insured with BC/BS 1994-2008, self funded as of 1/1/09								

# PEW Report



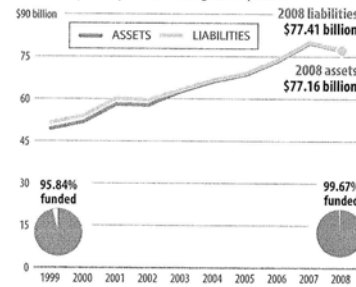
The Trillion Dollar Gap  
Underfunded State Retirement Systems and the Roads to Reform

## Wisconsin

WISCONSIN is a national leader in managing its long-term liabilities for both pensions and retiree health care and other benefits. It has funded nearly 100 percent of its total pension bill—well beyond the 80 percent benchmark that the U.S. Government Accountability Office says is preferred by experts—by consistently meeting its actuarially required contributions. Wisconsin has developed a creative way to share some of the risk of investment volatility with employees, substituting a dividend process in lieu of standard cost-of-living increases. If the investment returns are positive in a year, the system can declare a dividend that is paid to retirees. But this is not guaranteed. If a good year is followed by one with poor investment returns, retirees can see their pensions reduced. In addition, Wisconsin has a relatively limited long-term liability of \$2.2 billion for retiree health care and other benefits. It has set aside \$536.8 million to cover that bill coming due.

### PENSIONS, 1999–2008

Wisconsin's pension liabilities grew 50 percent between 1999 and 2008—outpaced by assets, which grew 56 percent.



Total Bill Coming Due:	\$77,412,000
Portion Unfunded:	\$252,600
Annual Required Contribution (ARC):	\$644,800
Percentage ARC Funded:	100.00%

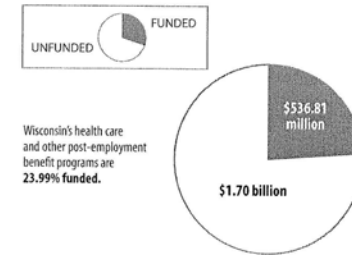
**PENSIONS: SOLID PERFORMER**



Our grades assess states on how well they manage their retirement obligations. Each state can earn up to four points for its pension plans: two points for a funding ratio of at least 80 percent; one for an unfunded liability below covered payroll; and one for paying an average of at least 90 percent of the ARC during the past five years. Solid Performer = 4 points. Needs improvement = 2–3 points. Serious Concerns = 0–1 points. Grading for health care and other benefits is simpler because most states have only recently begun to fund and collect data on these liabilities. States are solid performers if they have set aside assets equal to at least 7.1 percent of their liabilities (the 50-state average), or they need improvement if they have contributed less. For more details, read the full report at [www.pewcenteronthestates.org/TrillionDollarGap](http://www.pewcenteronthestates.org/TrillionDollarGap).

### HEALTH CARE & OTHER BENEFITS, 2006

Retiree health care and other benefits are 3 percent of Wisconsin's total retirement bill but are 87 percent of the state's retirement funding shortfall.



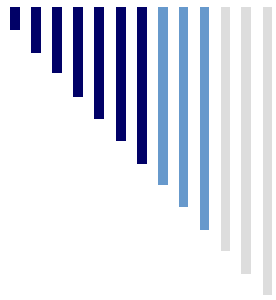
Wisconsin's health care and other post-employment benefit programs are **23.99% funded**.

Total Bill Coming Due:	\$2,237,204
Portion Unfunded:	\$1,700,396
Annual Required Contribution (ARC):	\$205,116
Percentage ARC Funded:	43.94%

**HEALTH CARE & OTHER BENEFITS: SOLID PERFORMER**

The Pew Center on the States is a division of The Pew Charitable Trusts that identifies and advances effective solutions to critical issues facing states. Pew is a nonprofit organization that applies a rigorous, analytical approach to improve public policy, inform the public, and stimulate civic life.

901 E Street NW | 10<sup>th</sup> Floor | Washington, DC 20004 | [www.pewcenteronthestates.org](http://www.pewcenteronthestates.org)

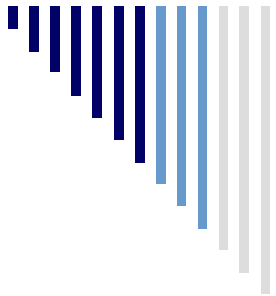


# WRS

## Wisconsin Retirement System

The Wisconsin Retirement System (WRS) is the 9th largest public pension fund in the US and as of September 2009, the 28th largest public or private pension fund in the world. As of 12/31/09 there were 267,293 active employees covered under WRS and 150,671 retirees receiving annuities. The Wisconsin Retirement System (WRS) is a defined benefit system.

The intent of WRS is that career public employees (career public employee being defined as someone with a minimum of 25 years of service) who retire at normal retirement age will receive, as a result of social security and WRS, a total retirement income of 50% to 85% of pre-retirement earnings.



# WRS

## **WRS Benefit Maximums:**

General Employees – 70% of final average earnings

Protective Employees – 65% of final average earnings

## **Normal Retirement Age: (no actuarial age reduction in benefit paid)**

<b>General Employee</b>		<b>Protective Employee</b>		<b>Elected Official</b>	
<b><u>Age</u></b>	<b><u>Service</u></b>	<b><u>Age</u></b>	<b><u>Service</u></b>	<b><u>Age</u></b>	<b><u>Service</u></b>
65	Any	54	Any	62	Any
57	30	53	25	57	30

The WRS retirement benefit is calculated two ways: Formula Benefit or Money Purchase Benefit. The retiree receives whichever is the higher amount.



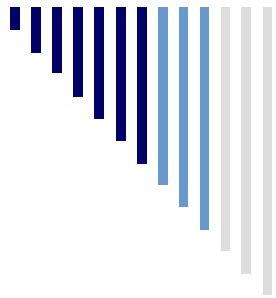
# WRS

**Formula Benefit Calculation:** years of service X final average monthly earnings X formula factor X actuarial reduction factor for early retirees

**Money Purchase Benefit:** employee and matching employer dollars (including interest) x money purchase factor for current age when retirement benefit begins

<b>2011 Required Contributions (percent of payroll adjusted annually)</b>			
	General	Protective	Elected
<b>EMPLOYEE REQUIRED – Currently paid entirely by Manitowoc County</b>			
Normal	5.0%	5.8%	3.9%
Benefit Adjustment	1.5%	0.0%	0.0%
<b>EMPLOYER REQUIRED</b>			
Normal	5.1%	8.9%	9.4%
Unfunded Liability	0.0%	0.0%	0.0%
Duty Disability	0.0%	2.4%	0.0%
<b>TOTAL</b>	<b>11.6%</b>	<b>17.1%</b>	<b>13.3%</b>

<b>Employment Category</b>	<b>Total Contribution 2009</b>	<b>Total Contribution 2010</b>	<b>Total Contribution 2011</b>	<b>Increase Since 2009</b>
General	10.4%	11.0%	11.6%	1.2%
Protective with Social Security	15.5%	16.5%	17.1%	1.6%
Elected Officials	11.5%	11.9%	13.3%	1.8%

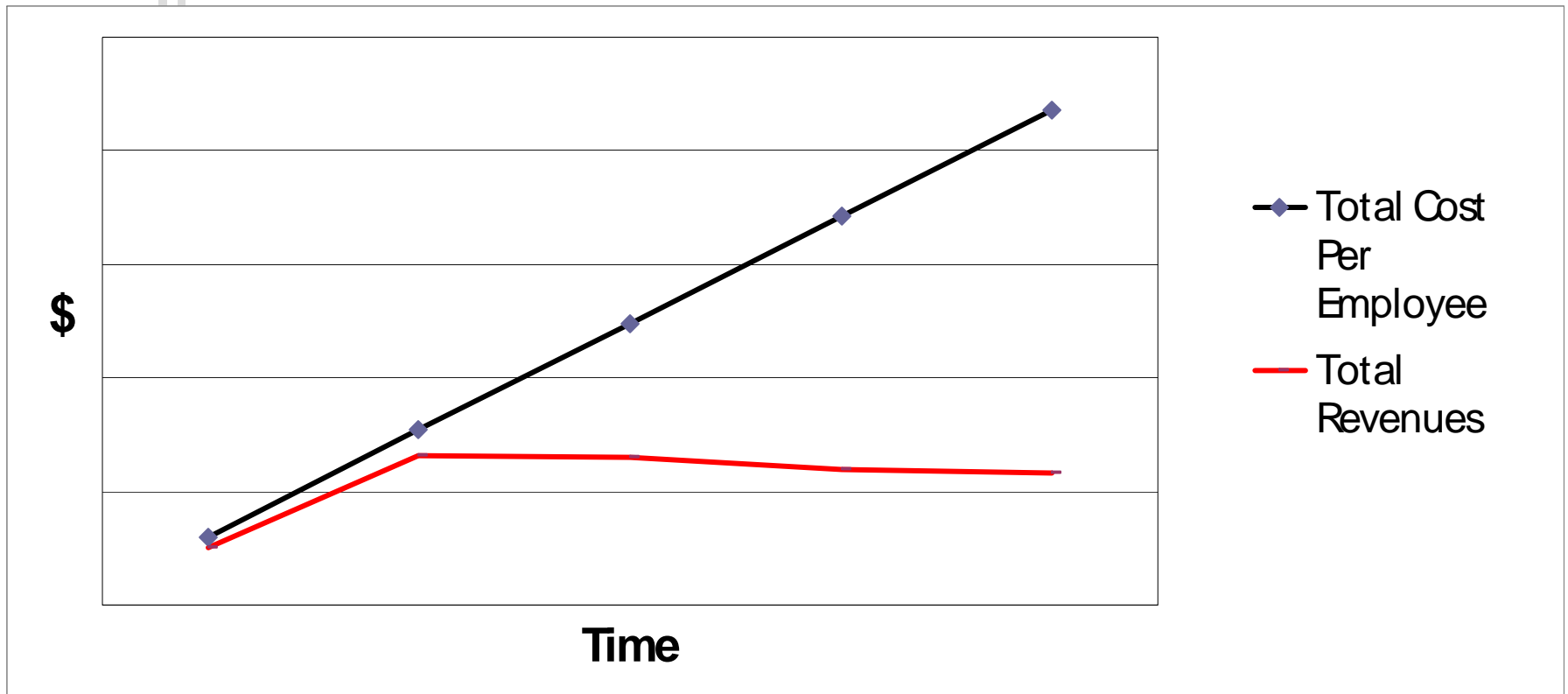


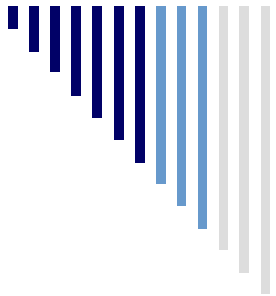
# Total Cost

## Annual Wage and Benefit Changes

Manitowoc County Employee								
General Classification For WI Retirement System								
2007 Wages of \$40,000								
Wage Increase of 3.0% January 1st for 2008, 2009 and 2010								
Family health insurance plan								
	2007 Costs	2008 Cost	Increase/ Decrease	2009 Cost	Increase/ Decrease	2010 Cost	Increase/ Decrease	
Wages	\$40,000	\$41,200	\$1,200	\$42,436	\$1,236	\$43,709	\$1,273	
FICA	\$3,060	\$3,152	\$92	\$3,246	\$95	\$3,344	\$97	
WRS	\$4,240	\$4,367	\$127	\$4,413	\$46	\$4,808	\$395	
Health Insurance	\$18,449	\$15,297	-\$3,152	\$18,672	\$3,375	\$21,306	\$2,634	
Long Term Disability	\$116	\$119	\$3	\$123	\$4	\$127	\$4	
Total	\$65,865	\$64,135	-\$1,730	\$68,891	\$4,755	\$73,294	\$4,403	
Total Cost % Increase		-2.63%		7.41%		6.39%		

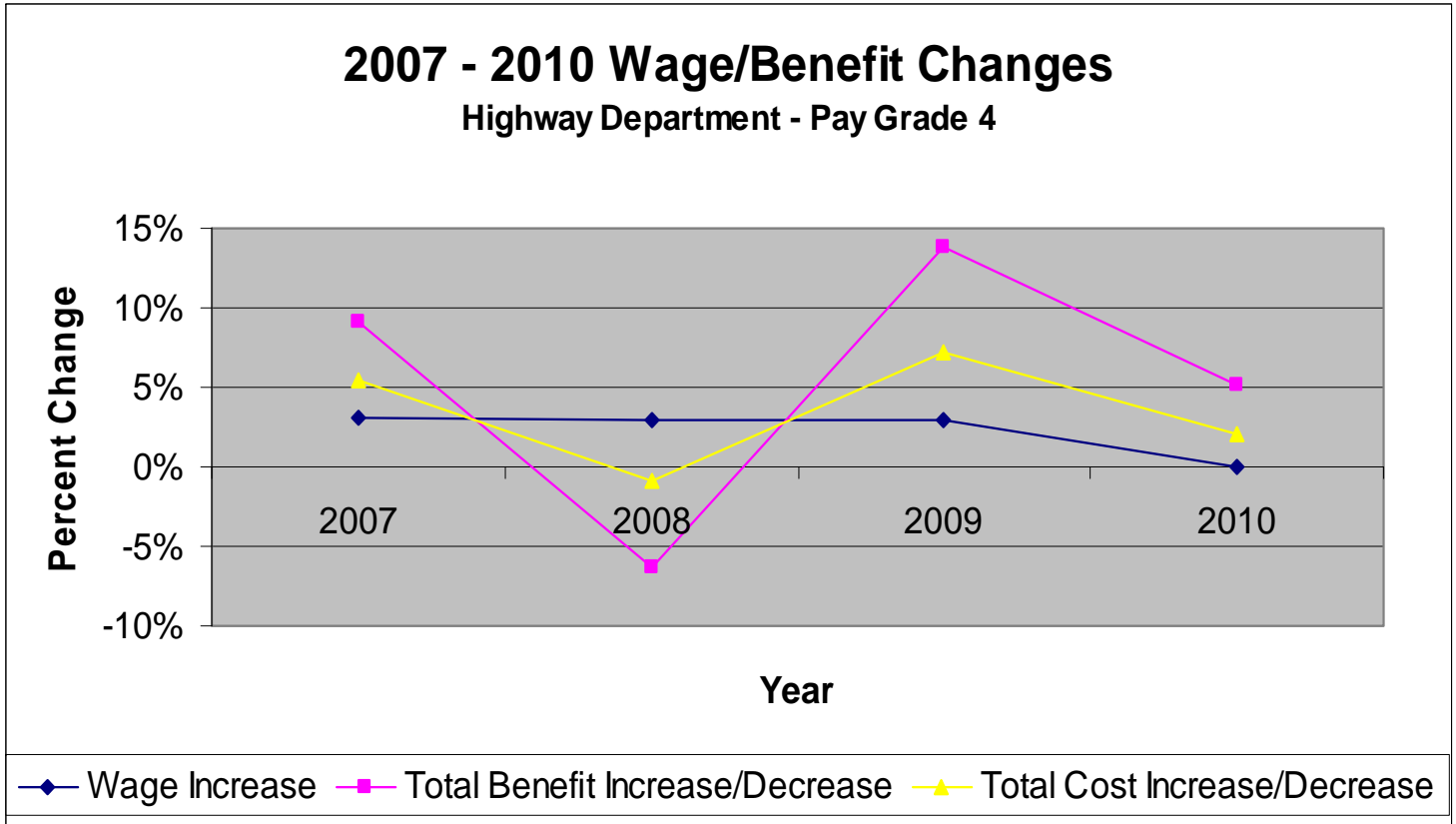
# Employee Cost vs. Revenues

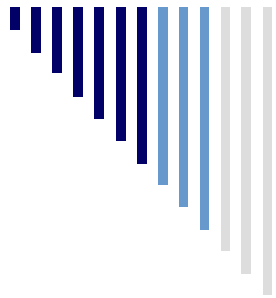




# 2007 – 2010 Total Cost of Wage/Benefit Changes

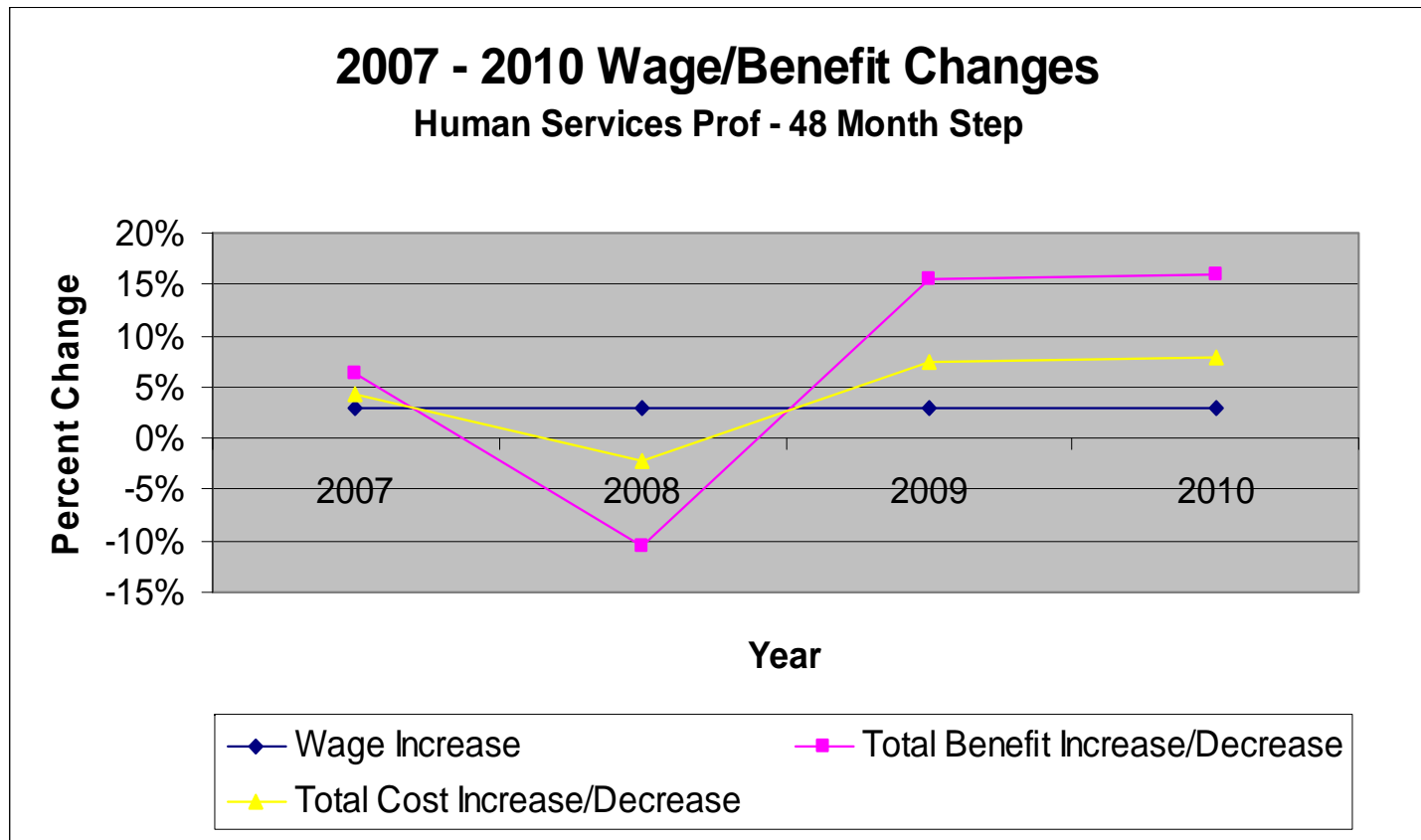
## Highway Department Union

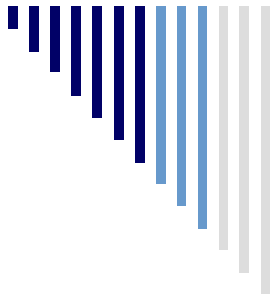




# 2007 – 2010 Total Cost of Wage/Benefit Changes

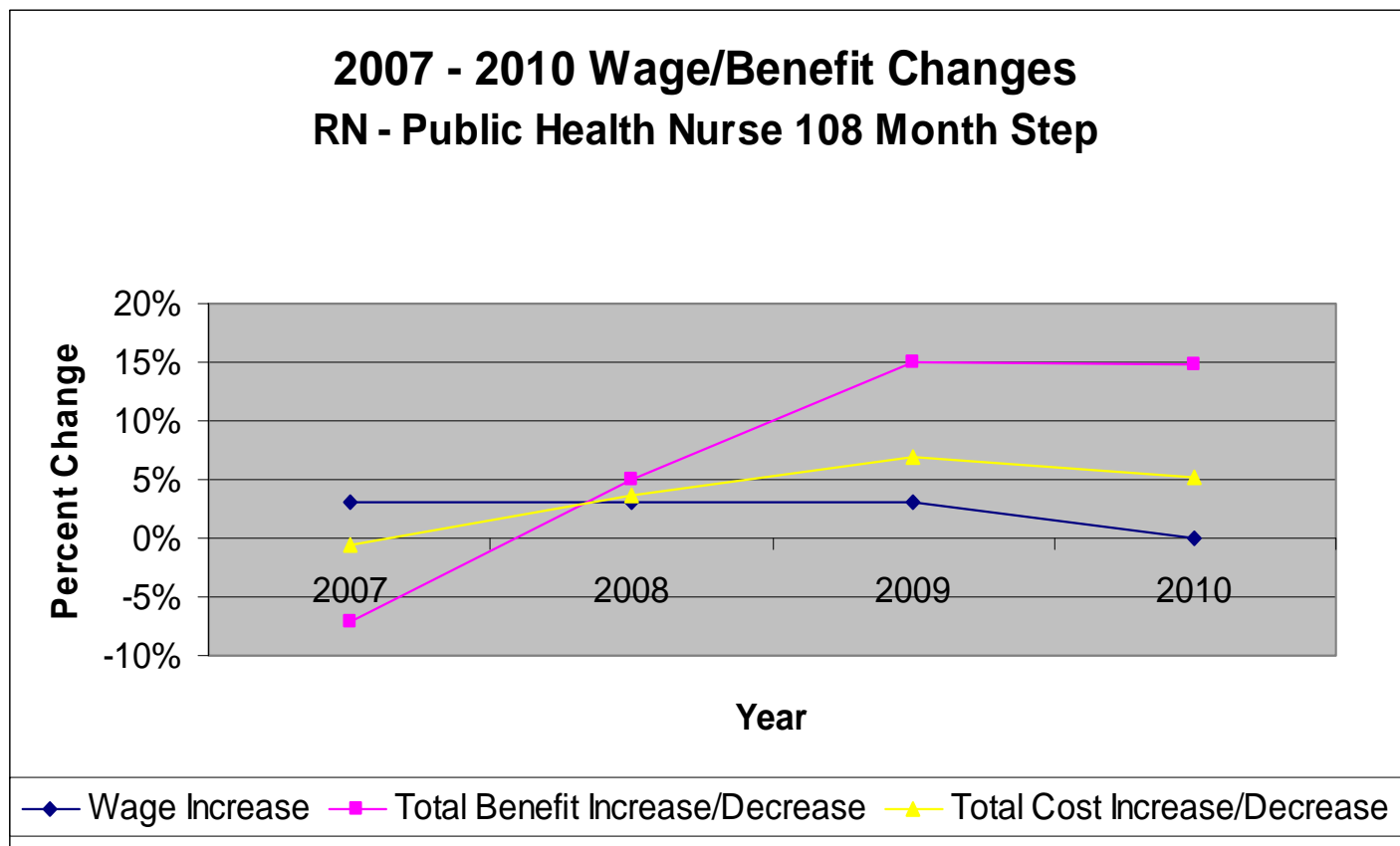
Human Services Professional Union

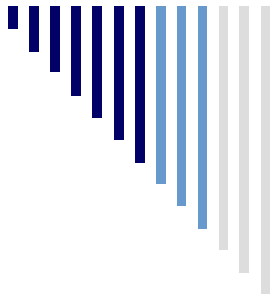




# 2007 – 2010 Total Cost of Wage/Benefit Changes

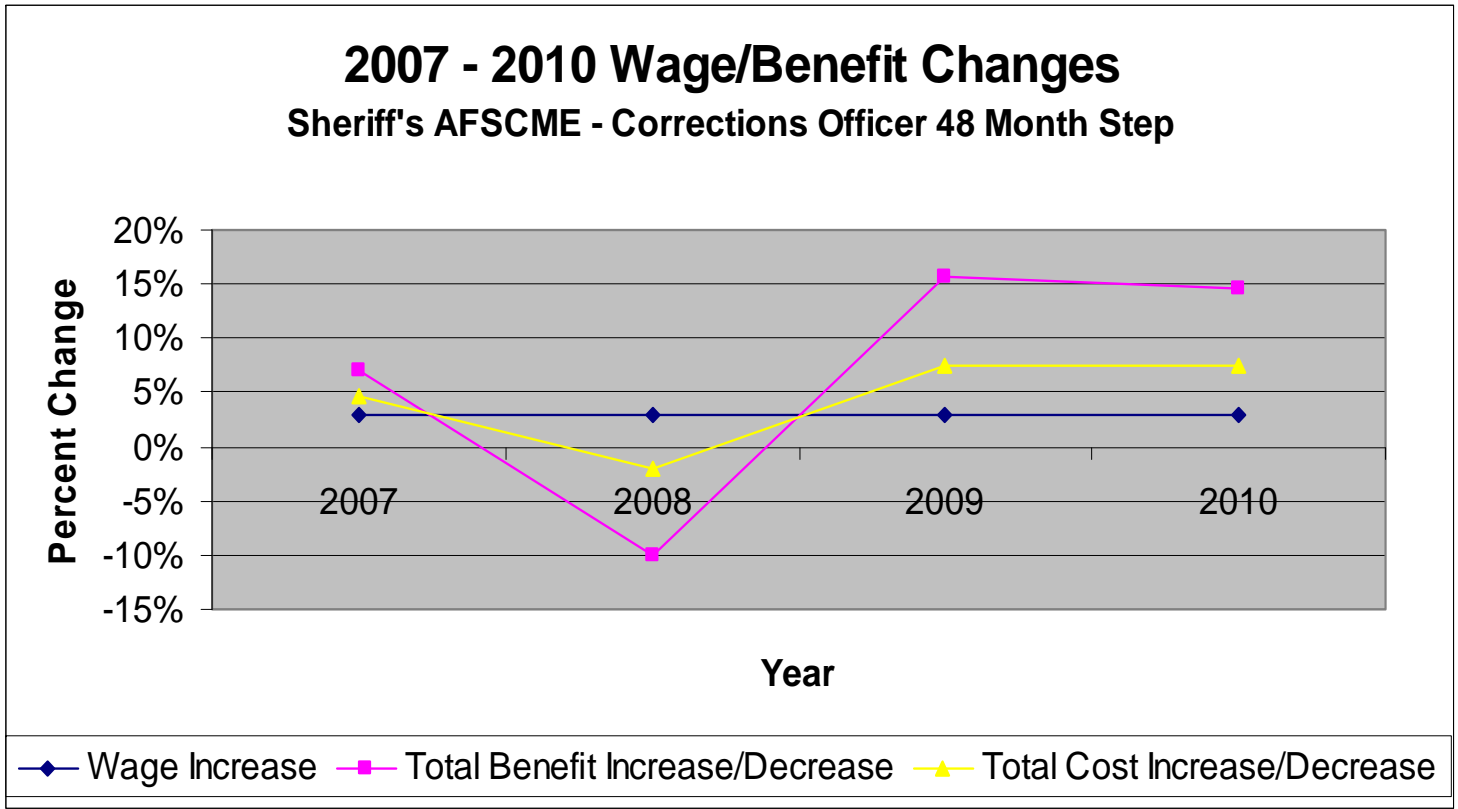
Public Health Nurse's Union

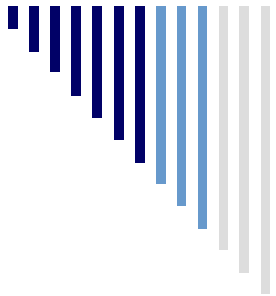




# 2007 – 2010 Total Cost of Wage/Benefit Changes

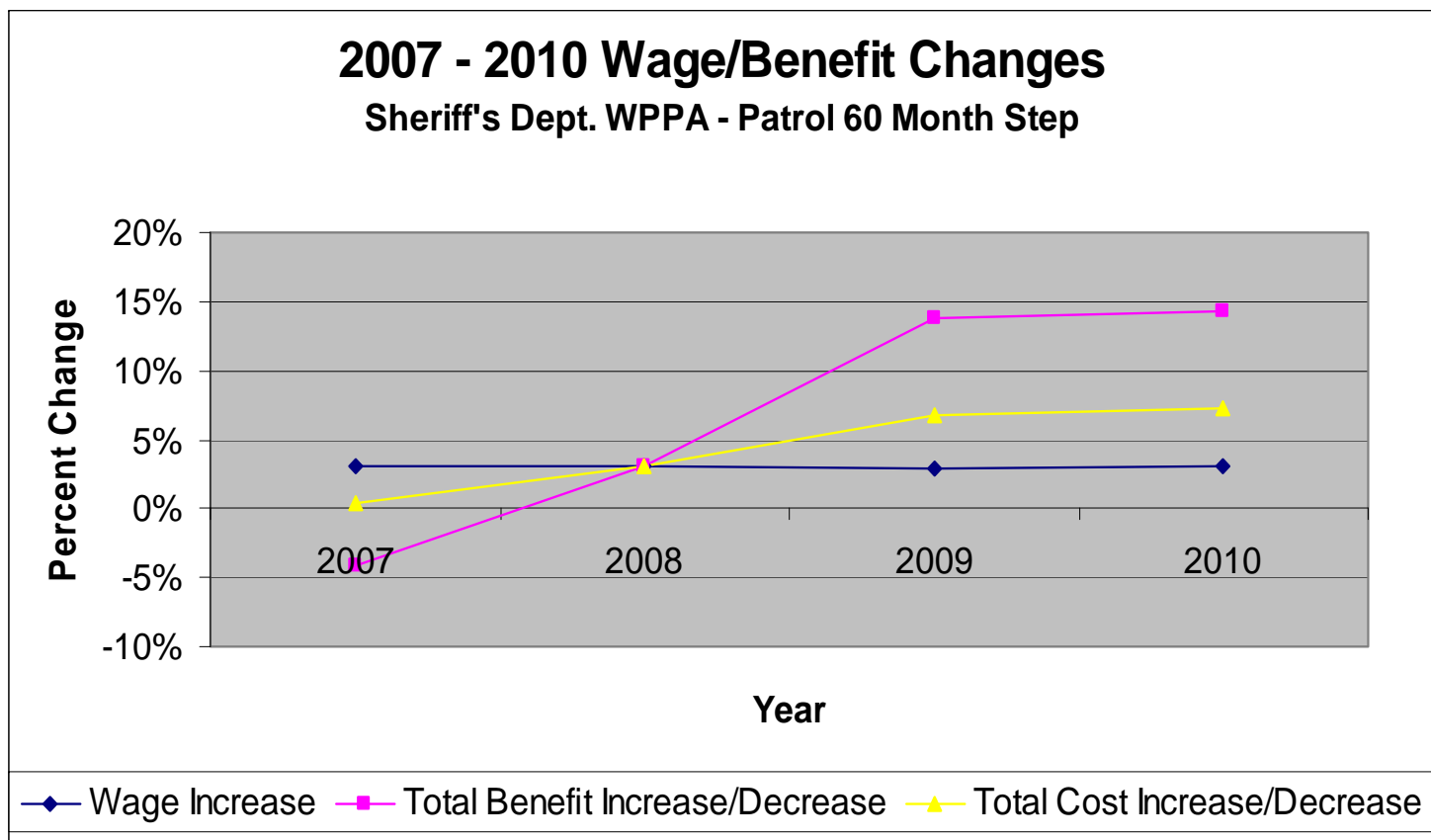
Sheriff's AFSCME Union

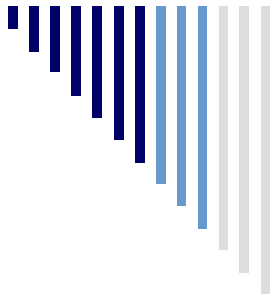




# 2007 – 2010 Total Cost of Wage/Benefit Changes

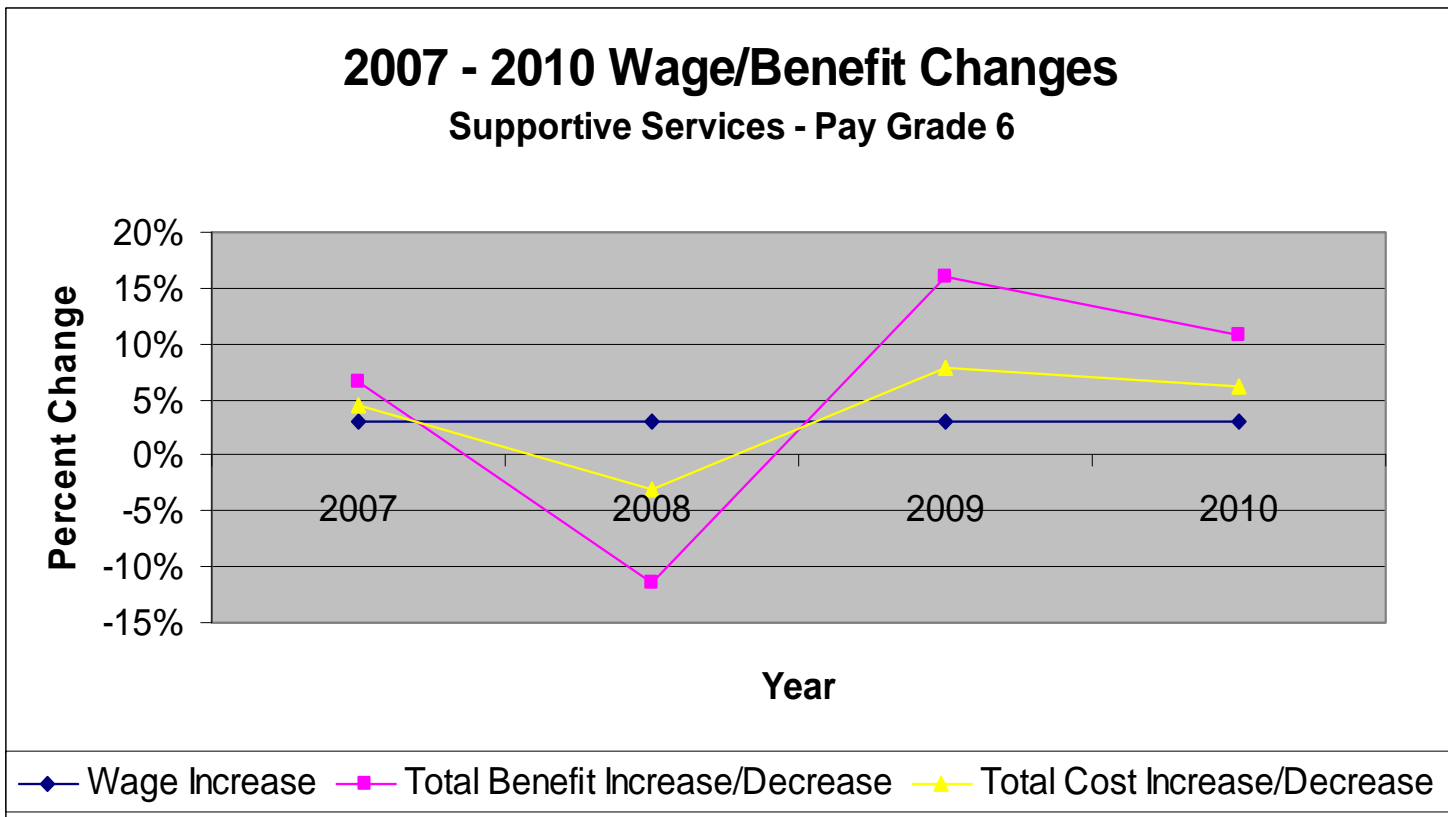
Sheriff's WPPA Union

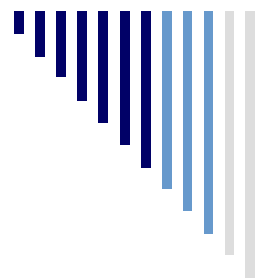




# 2007 – 2010 Total Cost of Wage/Benefit Changes

Supportive Services Union





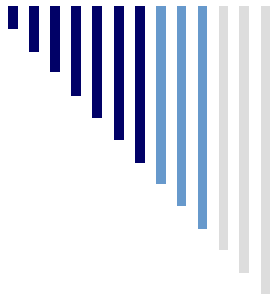
# 2007 – 2010 Wage/ Benefit Change Summary

2007 - 2010 Benefit/Wage Change DATA				
Group	Year	%Increase/Decrease		
		Wage Increase	Total Benefit Increase/Decrease	Total Cost Increase/Decrease
Hwy Dept. PG 4	Jan-07	3%	9%	5%
	Jan-08	3%	-6%	-1%
	Jan-09	3%	14%	7%
	Jan-10	0%	5%	2%
		Wage Increase	Total Benefit Increase/Decrease	Total Cost Increase/Decrease
Human Serv Pro - 48 Mnth	Jan-07	3%	6%	4%
	Jan-08	3%	-11%	-2%
	Jan-09	3%	15%	7%
	Jan-10	3%	16%	8%
		Wage Increase	Total Benefit Increase/Decrease	Total Cost Increase/Decrease
Sheriff WPPA - Patrol 60 Mnth	Jan-07	3%	-4%	0%
	Jan-08	3%	3%	3%
	Jan-09	3%	14%	7%
	Jan-10	3%	14%	7%
		Wage Increase	Total Benefit Increase/Decrease	Total Cost Increase/Decrease
Supp Serv - PG6	Jan-07	3%	7%	4%
	Jan-08	3%	-11%	-3%
	Jan-09	3%	16%	8%
	Jan-10	3%	11%	6%
		Wage Increase	Total Benefit Increase/Decrease	Total Cost Increase/Decrease
Sheriff AFSCME CO 48 Mnth	Jan-07	3%	7%	5%
	Jan-08	3%	-10%	-2%
	Jan-09	3%	16%	8%
	Jan-10	3%	15%	7%
		Wage Increase	Total Benefit Increase/Decrease	Total Cost Increase/Decrease
RN - 108 Mnth	Jan-07	3%	-7%	-1%
	Jan-08	3%	5%	4%
	Jan-09	3%	15%	7%
	Jan-10	0%	15%	5%
Notes:				
2007 Health insurance cost calculated 7/12 old plan cost 5/12 new HDHP cost for SS, SH, HWY, and HSP				
Pay Grade/Step determined by the step nearest to the average of current group pay				

# Elected Official Wage/Benefit Summary

2007 - 2010 Benefit/Wage Change DATA				
Group	Year	%Increase/Decrease		Total Cost
County Clerk		Wage Increase	Total Benefit Increase/Decrease	
County Clerk	Jan-07	3%	7%	4%
County Clerk	Jan-08	3%	-3%	2%
County Clerk	Jan-09	3%	4%	3%
County Clerk	Jan-10	0%	-1%	0%
Clerk of Court		Wage Increase	Total Benefit Increase/Decrease	Total Cost
Clerk of Court	Jan-07	3%	-7%	0%
Clerk of Court	Jan-08	3%	5%	4%
Clerk of Court	Jan-09	3%	-45%	-13%
Clerk of Court	Jan-10	0%	-7%	-1%
Reg of Deeds		Wage Increase	Total Benefit Increase/Decrease	Total Cost
Reg of Deeds	Jan-07	3%	-7%	0%
Reg of Deeds	Jan-08	3%	5%	4%
Reg of Deeds	Jan-09	3%	15%	7%
Reg of Deeds	Jan-10	0%	8%	3%
Cty Executive		Wage Increase	Total Benefit Increase/Decrease	Total Cost
Cty Executive	Jan-07	4%	8%	4%
Cty Executive	Jan-08	4%	-1%	3%
Cty Executive	Jan-09	2%	5%	3%
Cty Executive	Jan-10	-5%	-7%	-6%
Coroner		Wage Increase	Total Benefit Increase/Decrease	Total Cost
Coroner	Jan-07	3%	-2%	1%
Coroner	Jan-08	3%	4%	3%
Coroner	Jan-09	3%	-27%	-7%
Coroner	Jan-10	3%	5%	4%
Treasurer		Wage Increase	Total Benefit Increase/Decrease	Total Cost
Treasurer	Jan-07	3%	-7%	0%
Treasurer	Jan-08	3%	5%	4%
Treasurer	Jan-09	3%	15%	7%
Treasurer	Jan-10	0%	8%	3%
Sheriff		Wage Increase	Total Benefit Increase/Decrease	Total Cost
Sheriff	Jan-07	5%	-4%	2%
Sheriff	Jan-08	3%	4%	3%
Sheriff	Jan-09	3%	12%	6%
Sheriff	Jan-10	3%	14%	7%

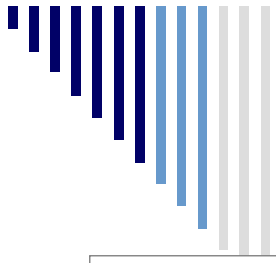




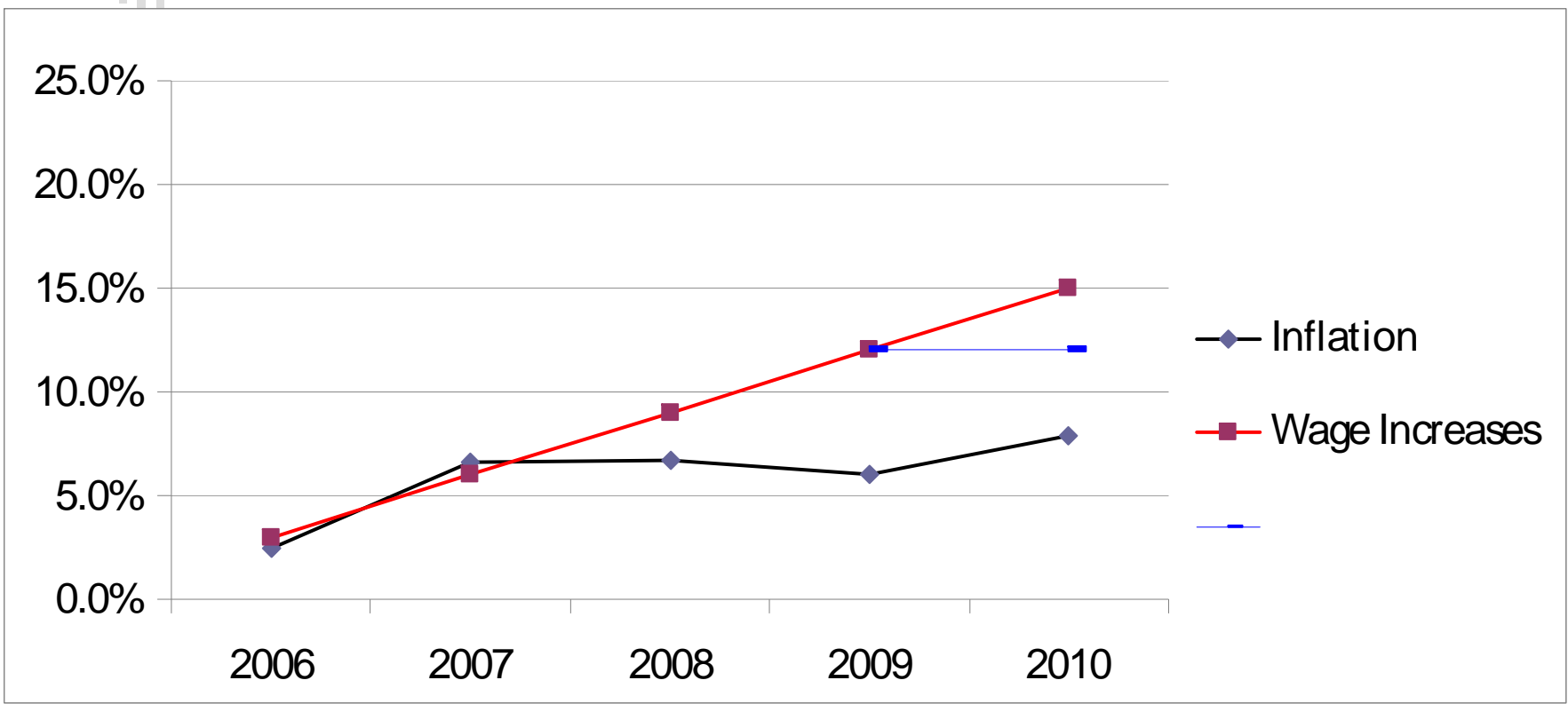
# 2007 – 2010 Wage/Benefit Change Detail

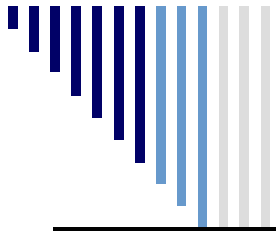
## Supportive Services, Sheriff's Dept. AFSCME, Health Dept. Union

	Position	WRS Grp	Bdgt Hrly Rt	Std. Ann Hrs	FTE	Total Wage Cost	FICA Cost	WRS Cost	Health Ins. Cost	HCRA - HSA - HRA	Ptn Care	Life Ins. Cost	Dental Ins. Cost	LTD Cost	Sec 125	Wkrs Comp	Benefit Total	Grand Total
Jan-06	SS - PG6	GEN	17.65	1976.00	1.00	34876.40	2668.04	3627.15	16870.08	200.00		23.02	0.00	101.14	40.20	340.39	23870.02	58746.42
Jan-07	SS - PG6	GEN	18.18	1976.00	1.00	35923.68	2748.16	3807.91	15249.15	3200.00		23.71	0.00	104.18	36.60	260.81	25430.52	61354.20
Jan-08	SS - PG6	GEN	18.73	1976.00	1.00	37010.48	2831.30	3923.11	12297.12	3000.00	33.00	24.43	0.00	107.33	36.60	279.80	22532.69	59543.17
Jan-09	SS - PG6	GEN	19.29	1976.00	1.00	38117.04	2915.95	3964.17	15672.84	3000.00	30.00	25.16	0.00	110.54		402.90	26121.56	64238.60
Jan-10	SS - PG6	GEN	19.87	1976.00	1.00	39263.12	3003.63	4318.94	18306.12	3000.00	31.20	25.91	0.00	113.86		117.79	28917.46	68180.58
Jan-06	SH - CO 48 Mnth	GEN	20.16	1950.00	1.00	39312.00	3007.37	4088.45	16471.68	200.00		25.95	0.00	114.00	40.20	446.58	24394.23	63706.23
Jan-07	SH - CO 48 Mnth	GEN	20.77	1950.00	1.00	40501.50	3098.36	4293.16	14999.53	3200.00		26.73	0.00	117.45	36.60	364.11	26135.95	66637.45
Jan-08	SH - CO 48 Mnth	GEN	21.39	1950.00	1.00	41710.50	3190.85	4421.31	12297.12	3000.00	33.00	27.53	0.00	120.96	36.60	380.82	23508.19	65218.69
Jan-09	SH - CO 48 Mnth	GEN	22.03	1950.00	1.00	42958.50	3286.33	4467.68	15672.84	3000.00	30.00	28.35	0.00	124.58		564.47	27174.26	70132.76
Jan-10	SH - CO 48 Mnth	GEN	22.69	1950.00	1.00	44245.50	3384.78	4867.01	18306.12	3000.00	31.20	29.20	0.00	128.31		1380.90	31127.52	75373.02
Jan-06	RN - 108 Mnth	GEN	24.84	1976.00	1.00	49083.84	3754.91	5104.72	16493.04			32.40	357.84	142.34	40.20	603.73	26529.18	75613.02
Jan-07	RN - 108 Mnth	GEN	25.59	1976.00	1.00	50565.84	3868.29	5359.98	10692.84	3000.00		33.37	990.24	146.64	36.60	497.06	24625.02	75190.86
Jan-08	RN - 108 Mnth	GEN	26.36	1976.00	1.00	52087.36	3984.68	5521.26	12297.12	3000.00	33.00	34.38	256.32	151.05	36.60	520.87	25835.29	77922.65
Jan-09	RN - 108 Mnth	GEN	27.15	1976.00	1.00	53648.40	4104.10	5579.43	15672.84	3000.00	30.00	35.41	371.28	155.58		780.05	29728.69	83377.09
Jan-10	RN - 108 Mnth	GEN	27.15	1976.00	1.00	53648.40	4104.10	5901.32	18306.12	3000.00	31.20	35.41	371.28	155.58		2204.95	34109.96	87758.36



# Purchasing Power of Pay Increases 2006-2010

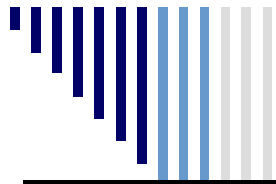




## Employee Wages, Benefits, Inflation, Unemployment

	2007	2008	2009	2010
General Wage Increase	3%	3%	3%	3% - AFSCME, WPPA 0% - Non Rep, Health Dept Union, Highway Union -5% - County Executive
Health Insurance Cost	\$0*	\$0	\$0	\$0
WRS Contribution	\$0	\$0	\$0	\$0
Total Cost*	5%	-2%	7%	6%*
Inflation	4.1%	0.1%	2.7%	1.9%
Unemployment Rate	5.3%	4.9%	9.8%	10.5%

\* See "2007 – 2010 Wage/Benefit Summary" for actual by group



## Elected Official Salaries

	2007	2008	2009	2010
Clerk of Court	\$53,117	\$54,710	\$56,352	\$58,042 – Less: Voluntary salary reduction of \$1690.52
Coroner	\$39,838	\$41,033	\$42,264	\$43,532
County Clerk	\$53,117	\$54,710	\$56,352	\$58,042 - Less: Voluntary salary reduction of \$1690.52
County Executive	\$73,125	\$75,813	\$78,500 Less: Voluntary pay back of \$817.71	\$74,575 - Less: voluntary salary reduction of \$1164.52
Register of Deeds	\$53,117	\$54,710	\$56,352	\$58,042 – Less: Voluntary salary reduction of \$1690.52
Sheriff	\$73,407	\$75,609	\$77,877	\$80,213
County Treasurer	\$53,117	\$54,710	\$56,352	\$58,042 – Less: voluntary pay back of \$1690.52



# Manitowoc County Salaries and Benefits by Department 2008 - 2010

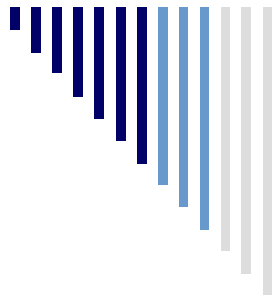
Manitowoc County, Wisconsin  
Totals for Salaries, Wages, Meeting Compensation, Etc. (Compensation) and Total Fringe Benefits by Department

	Compensation	Fringe Benefits	Compensation	Fringe Benefits	Compensation	Fringe Benefits
	2010	2010	2009	2009	2008	2008
	Annual Budget	Annual Budget	Actual Annual	Actual Annual	Actual Annual	Actual Annual
ADRC - Aging Resources	\$574,973	\$329,232	\$549,526	\$291,475	\$478,103	\$241,986
Child Support	\$520,113	\$273,555	\$544,769	\$297,549	\$496,669	\$250,647
Clerk of Court	\$748,647	\$448,314	\$766,067	\$427,119	\$731,129	\$406,517
Comptroller	\$271,040	\$152,077	\$276,629	\$144,002	\$272,673	\$138,354
Coroner	\$121,279	\$44,995	\$115,028	\$38,519	\$115,715	\$30,931
Corporation Counsel	\$255,235	\$136,868	\$250,426	\$128,121	\$239,584	\$109,282
County Board	\$73,275	\$6,170	\$76,067	\$6,969	\$76,005	\$5,286
County Clerk	\$145,129	\$64,612	\$160,031	\$61,071	\$166,661	\$71,458
District Attorney	\$184,518	\$97,645	\$196,455	\$97,976	\$193,777	\$82,118
Emergency Management	\$118,674	\$50,943	\$123,528	\$46,924	\$115,543	\$38,102
Executive / Administrator	\$74,575	\$17,862	\$91,422	\$27,203	\$92,374	\$27,274
Family Court Commissioner	\$59,796	\$31,543	\$59,009	\$28,398	\$56,597	\$26,780
Health Department	\$980,576	\$507,856	\$1,140,437	\$518,231	\$1,138,075	\$484,800
Highway Department *	\$2,293,175	\$1,285,266	\$2,708,776	\$1,773,837	\$3,182,553	\$1,766,542
Parks	\$44,242	\$32,657	\$39,882	\$22,162	\$0	\$0
Human Services	\$4,735,942	\$2,554,892	\$5,381,015	\$2,681,217	\$4,988,555	\$2,322,482
Information Systems	\$412,558	\$203,632	\$445,677	\$188,988	\$440,002	\$174,797
Joint Dispatch Center	\$1,130,218	\$608,622	\$1,245,658	\$620,569	\$1,162,940	\$532,629
Communications Activity	\$65,779	\$22,097	\$64,275	\$29,961	\$0	\$0
Personnel	\$178,602	\$80,953	\$185,797	\$76,503	\$182,361	\$88,684
Planning & Zoning	\$286,037	\$165,009	\$345,772	\$166,441	\$435,311	\$191,406
Board of Adjustment	\$3,500	\$281	\$2,100	\$183	\$3,773	\$317
Public Works	\$476,396	\$280,275	\$468,035	\$243,853	\$469,057	\$226,314
Public Works - Expo	\$7,500	\$1,421	\$21,539	\$6,502	\$27,724	\$8,351
Public Works - Solid Waste	\$32,752	\$17,932	\$31,860	\$15,736	\$29,452	\$13,463
Register in Probate	\$127,588	\$55,412	\$124,180	\$49,689	\$120,796	\$47,188
Register of Deeds	\$196,209	\$111,727	\$217,673	\$119,581	\$215,025	\$103,666
Sheriff's Department	\$6,127,094	\$3,514,493	\$6,119,810	\$3,132,920	\$6,043,815	\$2,894,113
Soil & Water	\$263,181	\$150,834	\$285,551	\$136,942	\$290,231	\$134,042
Treasurer	\$193,406	\$98,432	\$194,942	\$93,348	\$216,069	\$99,667
UW-Extension	\$57,900	\$36,121	\$57,729	\$33,853	\$74,462	\$37,748
Veterans	\$86,290	\$42,225	\$88,819	\$43,794	\$70,878	\$32,910
<b>Total All Expenditures</b>	<b>\$20,846,199</b>	<b>\$11,423,953</b>	<b>\$22,378,483</b>	<b>\$11,549,637</b>	<b>\$22,125,907</b>	<b>\$10,587,855</b>
<b>Grand Total Compensation &amp; Fringe Benefits</b>		<b>\$32,270,152</b>		<b>\$33,928,120</b>		<b>\$32,713,762</b>
(Excludes Health Care Center in 2008 Columns)						

# Manitowoc County Summary of Revenue and Expenses 2007 - 2010

Manitowoc County, Wisconsin  
 Summary of Actual Revenues and Expenses for All Funds Appearing in the Budget Book - 2010 Amounts are Budget Amounts Only  
 For The Years Ending as Shown

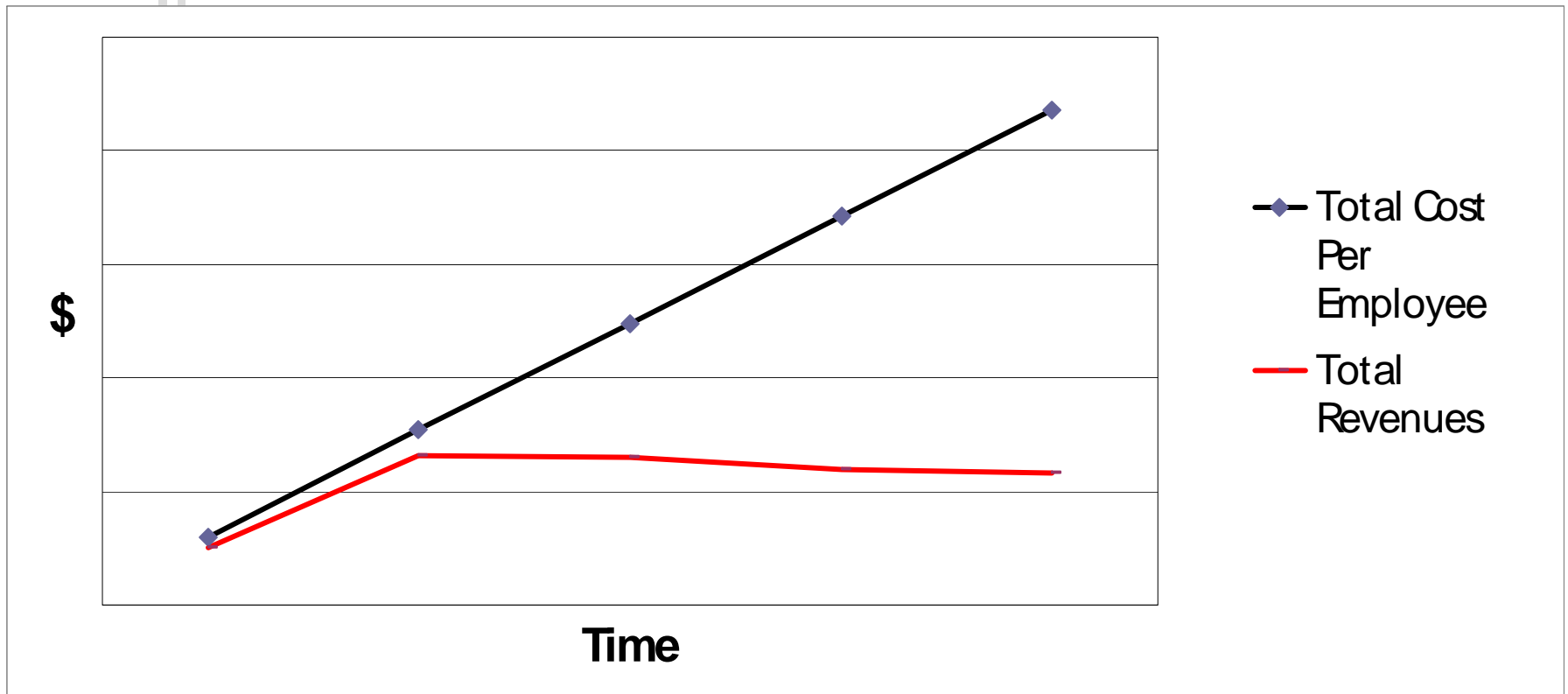
	BUDGET							
	2010	% of Total	2009	% of Total	2008	% of Total	2007	% of Total
<b>Revenues:</b>								
Taxes	\$28,517,464.30	34.42%	\$28,030,850.82	33.84%	\$27,718,239.38	31.58%	\$27,325,173.68	29.25%
Intergovernmental Grants/Aid	\$23,404,955.00	28.24%	\$35,292,589.51	42.59%	\$34,293,824.98	39.07%	\$33,716,436.59	36.09%
Licenses and Permits	\$303,333.00	0.37%	\$316,820.00	0.38%	\$346,730.16	0.40%	\$333,174.79	0.36%
Fines/Forfeits/Penalties	\$560,500.00	0.68%	\$571,821.79	0.69%	\$560,665.48	0.64%	\$533,238.68	0.57%
Public Charges for Service	\$4,600,390.00	5.55%	\$4,916,142.39	5.93%	\$6,664,248.16	7.59%	\$14,716,528.97	15.74%
Intergovern Charges for Srvc	\$6,270,710.00	7.57%	\$9,224,533.06	11.13%	\$9,858,667.08	11.24%	\$9,743,354.90	10.42%
Other	\$1,095,633.00	1.32%	\$1,275,714.58	1.54%	\$3,740,433.75	4.26%	\$2,181,661.73	2.34%
<b>Expenditures:</b>								
Personal Services	\$32,267,606.04	36.24%	\$33,966,392.50	38.15%	\$34,616,059.09	38.52%	\$41,373,743.13	43.47%
Contracted Services	\$23,018,730.41	25.86%	\$37,917,374.07	42.59%	\$35,179,229.95	39.15%	\$33,608,488.00	35.31%
Operation & Maintenance	\$10,919,688.06	12.26%	\$13,330,865.12	14.96%	\$16,995,872.82	18.91%	\$16,953,009.51	17.81%
Fixed	\$1,389,480.00	1.56%	\$1,387,508.02	1.56%	\$1,433,909.41	1.60%	\$1,797,370.40	1.89%
Other	\$791,780.00	0.89%	\$977,205.09	1.10%	\$970,244.65	1.08%	\$750,029.29	0.79%
Outlay	\$1,416,310.00	1.59%	\$2,164,851.80	2.43%	\$1,811,217.30	2.02%	\$2,172,139.01	2.28%
Debt Service	\$3,565,021.56	3.99%	\$3,460,579.01	3.88%	\$3,434,259.33	3.82%	\$2,656,486.35	2.80%



## What Next?

1. Our goal – **Job Stability** for 2011
2. Need modest realignment of costs
3. Focus on reducing employee cost by 2%
4. Need to resolve uncertainties ASAP through collective bargaining
5. Why no tax increase?

# Employee Cost vs. Revenues



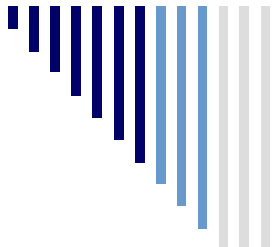


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## JOB STABILITY for 2011 Realign Costs

1. Temporary 0% wage increase for 2011
2. Permanent – beginning 2011:
  - a) Employee health insurance contribution 1/12 of the cost (approximately \$70/pay period for a family health insurance plan). Your HSA/HRA would continue to be fully funded by the County.
  - b) Employee WRS Retirement contribution 2% of cost

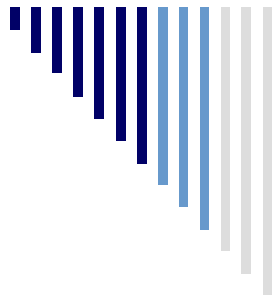
Results = Reduction in average total employee costs  
of approximately 2%



# Employee Wages, Benefits, Inflation, Unemployment

	2007	2008	2009	2010	2011 Maintain Stability
General Wage Increase	3%	3%	3%	3% - AFSCME, WPPA 0% - Non Rep, Health Dept Union, Highway Union -5% - County Executive	?
Health Insurance Cost	\$0*	\$0	\$0	\$0	?
WRS Contribution	\$0	\$0	\$0	\$0	?
Total Cost*	5%	-2%	7%	6%*	-2%
Inflation	4.1%	0.1%	2.7%	1.9%	
Unemployment Rate	5.3%	4.9%	9.8%	10.5%	

\* See "2007 – 2010 Wage/Benefit Summary" for actual by group



## Summary

1. The Manitowoc County economy continues to be severely stressed.
2. Local government revenues are down, personnel costs continue to rise.
3. County employees have enjoyed a very good wage and fringe benefit deal.
4. To maintain JOB STABILITY we need to make some MODEST CHANGES.
5. A combination of temporary and permanent cost realignment will do it.
6. We need to complete collective bargaining by fall.
7. We have a responsibility to our community to get this done.
8. There is more than one way of solving this, but time is of the essence.