

## JOINT FINANCE AND PERSONNEL COMMITTEE MINUTES

County Board Gallery, West Square Building, Baraboo WI

Friday, May 8, 2015

Finance Committee: Tommy Lee Bychinski, Wally Czuprynski, Joan Fordham, Mary Krueger and Andrea Lombard

Personnel Committee: Michelle Dent, Carol Held, Andrea Lombard, Tim Meister and Henry Netzing

Others present: Kerry Beghin, Cindy Bodendein, Mike Goetz, Laurie Hasenbalg, Lynn Horkan, Todd Liebman, Chip Meister, Kathy Schauf, Joyce Smidl, Jeff Spencer, Joseph Uminski, Chris Zunker

The meeting was called to order by Finance Committee Chairperson Bychinski at 1:00 PM. Certification of open meeting compliance was given. **Motion by Meister, second by Netzing to nominate Bychinski to serve as chair of the joint meeting, close nominations, and cast a unanimous ballot to elect Bychinski. Motion carried.**

**Motion by Czuprynski, second by Dent to adopt the agenda. Motion carried.**

Public Comment: None.

### Consideration and Discussion of Annual Salary/Wage Review for 2016 in Accordance with SCCO § 13.29.

This action provides ongoing maintenance and relevance to the wage matrix, and includes all employees except the sworn unit. Discussed percentage versus flat rate; a flat amount will not allow competitive wages at the higher end of the wage matrix. Discussed compression issues that could arise. Not about individual people but about the market and how to equitably maintain the matrix. The step increase system is utilized to set goals and reward, or in some cases not reward, performance. Step increases range between 2.25% and 2.5%. Fordham noted the amount the County can afford should be considered by looking at what services are provided and how, with a commitment to maintaining high quality staff.

**Motion by Lombard, second by Fordham to forward to the County Board a 0.5% increase to the non-represented wages scale for 2016. Bychinski-Aye, Czuprynski-Aye, Fordham-Aye, Krueger-Aye, Lombard-Aye. Personnel Committee: Dent-Aye, Held-Aye, Lombard-Aye, T Meister-Aye, Netzing-Aye. Motion carried.**

**Motion by Netzing, second by Lombard to adjourn the meeting. Motion carried.**

Respectfully submitted,

Andrea Lombard  
Finance Committee Secretary

Henry Netzing  
Personnel Committee Secretary