

## JOINT FINANCE AND PERSONNEL COMMITTEE MINUTES

Room 213, West Square Building, Baraboo WI

Monday, May 5, 2014

Finance Committee Members present: Tommy Lee Bychinski (via phone), Wally Czuprynko, Joan Fordham, Andrea Lombard and Mary Krueger

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

Others present: Stephanie Box, Becky DeMars, Cindy Jones, Laurie Hasenbalg, Daniel Heimann, Lynn Horkan, Todd Liebman, Mitch Lohr, Brentt Michalek, Michelle Posewitz, Kathy Schauf, Jeff Spencer, Mike Verdoorn, David Zeller and media.

The meeting was called to order by Personnel Committee Chairperson Tim Meister 1:30 PM. Certification of open meeting compliance was given. **Motion by Fordham, second by Held to nominate Tim Meister to serve as chair of the joint meeting. Motion by Krueger, second by Held to close the nominations and unanimously elect Meister. Motion carried.**

**Motion by Netzing, second by Fordham to adopt the agenda. Motion carried.**

Public Comment: None.

Appearance by Mike Verdoorn from Fox Lawson and Associates, Employee Classification and Compensation Analysis Presentation. Mike Verdoorn reviewed the project, study initiation, job evaluation and compensation study, final report and recommendations for implementation.

Possible Consideration of Resolution Authorizing Implementation of the Employee Classification and Compensation Analysis. Committees discussed scope of study, budget, wage compression, recruitment issues, and public perception. Posewitz confirmed the 2014 budgeted amount for class and compensation implementation is \$1,099,188.00. The estimated study implementation amount \$1,322,130, is for a full year of implementation. **Motion by Fordham, second by Krueger to adopt the recommended study implementation with the amount not to exceed the \$1,099,188 budgeted amount. Bychinski-Aye, Czuprynko-Aye, Fordham-Aye, Krueger-Aye, Lombard-Nay. Personnel Committee: Dent-Aye, Held-Aye, Lombard-Nay, T Meister-Nay, Netzing-Nay. Motion carried.**

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

Respectfully submitted,

Andrea Lombard  
Finance Committee Secretary

Henry Netzing  
Personnel Committee Secretary