

JOINT FINANCE AND PERSONNEL COMMITTEE MINUTES  
Room 213, West Square Building, Baraboo WI

Friday, July 13, 2012

Finance Committee Members present: Tommy Lee Bychinski, Joan Fordham, Jason Lane, Andrea Lombard, and William F. Wenzel  
Personnel Committee Members present: Scott Alexander, Carol Held, Tim Meister, Henry Netzing, and Peter Tollaksen  
Others present: Jessica Fry, Lynn Horkan, Vicki Meister, Michelle Posewitz, Kathy Schauf, and Jeff Spencer

The meeting was called to order by Finance Committee Chairperson Bychinski 1:30 PM. Certification of open meeting compliance was given. **Motion by Fordham, second by Lane to nominate Bychinski to serve as chair of the joint meeting. Motion by Fordham, second by Lane to close the nominations and unanimously elect Bychinski. Motion carried. Motion by Lombard, second by Alexander to adopt the agenda. Motion carried.**

Public Comment: None.

Consideration and Discussion of Resolution Authorizing the 2013 Adjustment for the Non-Represented Employees' Salaries Effective January 1, 2013.

Discussed information regarding wage history and inflationary wage adjustment amounts. Posewitz confirmed the non-sworn group decertified from their union and are now part the non-represented employee group. Posewitz noted the impact of health insurance for 2013 may not be known until later in August. Committee discussed process for health insurance bids, use of broker and importance of continuing to educate the County Board about this process. Briefly discussed trends, value of leadership and existing wage compression issues. Leadership, technical expertise and experience are a combined value. Posewitz confirmed currently there are 138 non-represented staff, 50 have been at their top pay range step average of 4-5 years. Briefly discussed a 1.5% wage adjustment with future consideration taking into account health insurance increase. Schauf commented there will be more information in August concerning levy limits and property values. Committee discussed what the county can "afford" and the need to look at programs and priorities. Committee general consensus is to meet again in September for further action.

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

Respectfully submitted,

Joan Fordham  
Finance Committee Secretary

Carol Held  
Personnel Committee Secretary