



## MEETING MINUTES

**Committee:** JOINT MATRIX, FINANCE & PERSONNEL COMMITTEES  
**Date:** Thursday, January 16, 2020  
**Time:** 2:00 PM  
**Location:** County Board Room, Lower Level of the Safety Building

The following discussion was held by the Committee at the meeting detailed above:

1. Meeting called to order at 2:07 P.M. by Acting Chairman Scupien, Chairman Solin arrived at 2:10 p.m.
2. Roll call was conducted:

FINANCE COMMITTEE		
Name	Role	Status
Don Scupien	Chairman	Present
Doug Nonnenmacher	Vice Chairman	Present
Vernon Cahak	Member	Present
Sandy Fischer	Member	Present
Pete Pennington	Member	Absent

  

PERSONNEL COMMITTEE		
Name	Role	Status
Doug Nonnemacher	Chair	Present
Pete Pennington	Member	Absent
Richard H. Hurlbert	Member	Present
Sandy Fischer	Member	Present
Arlene Bonacci	Member	Absent

  

MATRIX COMMITTEE		
Name	Role	Status
Dave Solin	Chair	Present
Don Scupien	Member	Present
Vernon Cahak	Member	Present
Doug Nonnenmacher	Member	Present
Sandy Fischer	Member	Present

**Others present:** Tina Ver Hagen, Pam Resch, Robin Stowe, Terry Brand, Chet Haatvedt, Roy Dieck, Becky Rank

3. The Committee recited the Pledge of Allegiance.

Acting Chairman Scupien agreed to have the three Committees act as one. Members absent are Pennington and Bonacci.

4. Discuss, with possible action December 17, 2019 County Board Minutes rescinding RS #64-2019 Adopt New Employee Compensation Plan Effective January 1, 2020: RS #61-2019 has been rescinded, Compensation Plan will be executed at an appropriate time for the 2021 Budget, with each employee receiving a 2% COLA based upon end of 2019 wages. Finance Director Resch

## Meeting Minutes (Continued)

presented the Committee with a spreadsheet showing cost comparison of current wage rates, wage rates with step increase, wage rates with 2% COLA, wage rates with step increase and 2% COLA, and the new compensation plan, including WRS, FICA. Resch stated the total with 2% COLA is \$136,264.73, total with steps and 2% COLA is \$186,478.92 and total of new compensation plan is \$170,165.15.

Corporation Counsel Stowe stated he confirmed the action of the New Compensation Plan. Stowe stated the final action adopting a secondary amendment to delay implementation of the New Compensation Plan with a 2% COLA with current wages with 16 ayes, 3 nays and 2 absent. Stowe stated the main motion was not acted on, leaving the secondary amendment motion as adopted. Discussion held on different options and fiscal impact to the County. Motion by Nonnenmacher, second by Fischer to bring a resolution to County Board to allow a 2% COLA and steps from the 2019 Matrix. All ayes, motion carried. Stowe will draft a resolution.

5. **Adjourn meeting:** Motion by Solin, second by Hurlbert to adjourn the joint meeting at 2:41 p.m. All ayes, motion carried.

Minutes transcribed and submitted by:  
Becky Rank  
DEPUTY COUNTY CLERK

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