



## MEETING MINUTES

**Committee:** Matrix Committee  
**Date:** Tuesday, October 8 2019  
**Time:** 8:30 a.m.  
**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 8:30 a.m. by Chairman Solin
2. Roll call was conducted.

### MATRIX COMMITTEE:

Name	Role	Status
David J. Solin	Chairman	Present
Douglas Nonnenmacher	Member	Present
Vern Cahak	Member	Present
Donald Scupien	Member	Present
Sandy Fischer	Member	Present

### Non-Committee Members Present

Name	Interest	Name	Interest
Pete Pennington	Supervisor	Ron Barger	Health/Social Service Director
Robin Stowe	Corporation Counsel	Tina Ver Hagen	Human Resource Director
Pam Resch	Finance Director	Judy Nagel	County Clerk/Rec. Sec.

3. **Pledge of Allegiance.**
4. **Approve previous meeting minutes of August 8, 2019 Matrix Committee Meeting:** Motion by Nonnenmacher, second by Scupien to approve the previous meeting minutes of August 8, 2019. All ayes, motion carried.
5. **Public comment on agenda items, and consideration of requests for items to be added to future meeting agendas.** None
6. **Discuss and set wages for Foster Care Coordinator Position in the Department of Social Service.** Barger asked the Committee to consider setting the wage for the Foster Care Coordinator Position at no lower than step 4 on the Compensation Matrix. Discussion held on qualification and experience. Barger stated this position will have a 2-year review accordance to the hiring policy. Motion by Cahak, second by Fischer to approve the Foster Care Coordinator Position to be set at step 5 on the Compensation Matrix, with a 2-year review. All ayes, motion carried.
7. **Discuss and set wages on Matrix for Finance Director.** Ver Hagen stated when the Finance Director accepted the position, the starting wage was negotiated and established at \$49.18. Ver Hagen stated a wage range on the Matrix was never established. Finance Director Resch stated she has never taken an increase in wage except for the approved COLA. Ver Hagen stated Resch's one-year probationary date was in July of 2019 at which she never received a wage increase. Motion by Nonnenmacher to approve the Finance Director at step one of the Compensation Matrix. Motion failed due to lack of second. Motion by Nonnenmacher, second by Fischer to set the Finance Director at step two on the Compensation Matrix with a 2% increase from starting wage retroactive July 2019. All ayes, motion carried.
8. **At approximately 8:35 a.m., consider coming into closed session pursuant to Sec. 19.85(1)(c) to consider employment, promotion or performance evaluation data of any public employee over which the governmental**

## Meeting Minutes (Continued)

**entity has jurisdiction or exercises responsibility; to clarify compensation as it relates to movement on the Matrix following initial probationary period for a specific employee.** Closed session not needed.

**9. At approximately 8:50 a.m., consider moving into open session with possible action on any matters discussed in closed session.** No closed session.

**10. Adjourn the Meeting.** Motion by Fischer, second by Nonnenmacher to adjourn at 8:50 a.m. All ayes, motion carried.

Minutes transcribed and submitted<sup>i</sup> by:  
Becky Rank  
Deputy County Clerk, Recording Secretary

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