

EXECUTIVE COMMITTEE MEETING MINUTES

DATE: Tuesday, October 02, 2012
TIME: 7:30 p.m.
PLACE: Pittsville Community Center, 8237 Main Street, Pittsville, WI
PRESENT: Trent Miner, Donna Rozar, Lance Pliml
EXCUSED: Hilde Henkel, Peter Hendler
OTHERS PRESENT: Ed Reed, Paula Tracy, Charlie Carlson, Barb Petkovsek, other public listed on Sign-In sheet (attached).

BUSINESS

The meeting was called to order at 7:30 p.m. by Chairman Miner.

Public Comment – None

Mr. Charlie Carlson, Carlson Dettmann Consulting, LLC gave a presentation regarding his proposal for Wood County's Classification/Compensation Study. The basic points are:

- (1) Carlson will present a wage package based on 100% of Market rates for benchmark positions,
- (2) Wood County's health insurance costs are significantly high and need to be controlled in the future if we want to maintain our current wages compared to the labor market, and
- (3) Wood County will develop and move to a modified pay for performance program over the next year or so.

Note: Without the commitment by the Executive Committee to control health care costs, Carlson would have had to 'discount' our wage rates to less than 100% to offset health insurance premium costs. The Executive Committee did not feel that it was fair to have all employees subsidize our high cost of county insurance premiums. They felt it was better to give our employees a 'pay for the coverage you want' option. There will be more discussion on this over the next year but it will not affect this year's open enrollment or 2013 premiums.

Actual wage rates were not discussed, but Charlie made a point that our lower labor grades are paid about at the market level (with some exceptions) and our upper grades are paid below the prevailing market level. He did project that 'only' about 12 employees may need to be red circled.

This is all 'general discussion' at this point and the specifics of both the health insurance changes and the pay for performance program will need to be worked out over the next year or so.

Motion (Pliml/Rozar) to approve the Classification/Compensation Study recommendations as proposed by Charlie Carlson. Motion carried unanimously.

Motion (Pliml/Rozar) to adjourn the meeting at 9:40 p.m. Motion carried unanimously.

Respectfully submitted and signed electronically,

Donna M. Rozar

Donna Rozar, Secretary

Human Resources agenda items minutes taken and prepared by Paula Tracy. All prepared minutes reviewed by the Executive Committee secretary.