

OPERATIONS COMMITTEE MEETING MINUTES

DATE: Tuesday, August 18, 2020
TIME: 12:00 p.m.
PLACE: River Block Auditorium – Room 206

PRESENT: Ed Wagner, Donna Rozar, Lance Pliml, Adam Fischer, Mike Feirer

OTHERS PRESENT (for part or all of the meeting): Bill Clendenning, Lisa Keller, Kim McGrath, Kelli Quinnell, Al Thurber, Judge Potter, Judge Wolf, Judge Brazeau, Roland Hawk, Chad Schooley, Craig Lambert, Heather Gehrt, Brandon Vruwink, Amy Kaup, Angel Meddaugh, Brent Vruwink, Cindy Joosten, Ed Newton, Jodi Pingel, Laura Clark, Jason DeMarco, Jordon Bruce, Jo Timmerman, Lori Heideman, Mary Solheim, Quentin Ellis, Rock Larson, Reuben Van Tassel, Shane Wucherpfennig, Shawn Becker, Sue Kunferman, Tiffany Ringer, Mary Anderson, Marissa Laher, Patrick Glynn (Carlson Dettmann Consulting)

The meeting was called to order by Chair Wagner at 12:00 p.m.

Chair Wagner introduced Patrick Glynn, Senior Consultant from Carlson Dettmann Consulting (CDC) and explained that Mr. Glynn would be providing an update on the Classification & Compensation Study that CDC has been commissioned to complete.

Mr. Glynn presented the Committee with an overview of market data related to the project and discussed the meaning of the data and what it tells them. Mr. Glynn then discussed the options for pay structures with the Committee. Discussion ensued at length. Discussion specifically occurred regarding pay for performance being incorporated into the pay structure and the challenges that go along with that.

Mr. Glynn provided the Committee with information regarding the cost of implementation of the new pay structure. Mr. Glynn explained that the cost of step increases for 2021, without any COLA built in, would be approximately \$960,000 for Wood County. Mr. Glynn then provided the Committee with various implementation options and explained how they financially compared to the cost of annual step increases. Mr. Glynn explained that the lowest cost implementation option is \$850,000 and would place employees into the plan at a Step that provided “at least an increase” which could mean as little as \$0.01. Mr. Glynn asked the Committee to provide him with a number for the cost of implementation that they are comfortable with. The consensus of the Committee was that the cost should remain around \$960,000. The consensus of the Committee was to select the implementation strategy that places employees in “the Step that provides at least a Step 3 placement, provided the employee has at least five years in current position.”

Feirer excused at 1:59 p.m.

Mr. Glynn told the Committee that he would return to the September Committee meeting to present a final version of the pay structure that will be presented to the full County Board. Mr. Glynn will attend the September County Board meeting to present the pay structure. He will include a final executive summary in the packet for the County Board meeting so that Supervisors can review the information prior to the meeting.

There were questions from Department Heads regarding communication to employees at this point regarding the status of the project. Rozar stated that employees need to know that the Committee wants to be as fair and sensible as possible. The goal is to provide fair, equitable compensation.

The meeting was adjourned at 2:20 p.m.

Minutes recorded and prepared by Kelli Quinnell. Minutes in draft form until approved at the next meeting.