

**Minutes of Langlade County  
Matrix and Personnel (Joint) Committee Meeting**

The meeting, in the Law Library, on the second floor of the Courthouse, was called to order at 8:00 a.m., November 3, 2014, by Chairman Solin and Chairman Nonnenmacher.

Members Present: Dave Solin, Doug Nonnenmacher, Jim Jansen, Dale Dahms, Dick Hurlbert, Arlene Bonacci (arrived at 8:40 a.m.), and Gary Olsen.

Members Absent: Vern Cahak, Brad Henricks, and Robin Stowe

Agenda Item #1: Call the joint meeting to order: The Matrix Committee was called to order at 8:00 a.m. by Chairman Solin. The Personnel Committee was called to order at 8:00 a.m. by Chairman Nonnenmacher, and the pledge of allegiance was recited.

Agenda Item #3: At approximately 8:00 a.m. consider moving into closed session pursuant to Section 19.85 (1)(c), Wis. Stats., considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, to discuss the compensation of individual County employees: Motion by Nonnenmacher, from the Matrix Committee to go into closed session, second by Solin, roll call vote, Nonnenmacher, ayes, Solin, ayes, motion carried. Motion by Dahms, from the Personnel Committee to go into closed session, second by Hurlbert, roll call vote, Hurlbert, ayes, Jansen, ayes, Dahms, ayes, Nonnenmacher, ayes, motion carried. The Committees continued in closed session.

Agenda Item #4: At approximately 8:15 a.m. return to open session with possible action taken on any matters discussed in closed session: Motion by Nonnenmacher, second by Solin, for the Matrix Committee to come back into open session, 2 ayes, 1 absent, motion carried. Motion by Hurlbert, second by Jansen, for the Personnel Committee to come back into open session, 4 ayes, 1 absent, motion carried. There was no action taken from items discussed in closed session.

Agenda Item #5: Approve Matrix Committee's minutes from October 29, 2014 and Personnel Committee's minutes from October 21, 2014: Motion by Nonnenmacher to approve the Matrix Committee minutes, second by Solin, 2 ayes, 1 absent, motion carried. Motion by Dahms, second by Hurlbert, to approve the Personnel Committee minutes, 4 ayes, 1 absent, motion carried.

Agenda Item #6: Finalize Compensation Matrix, review Matrix with Personnel Committee and forward to the County Board for consideration at its November 18, 2014 meeting: Gary Olsen reviewed the process that was used to complete the Compensation Matrix with the committees. The process started in March and involved the Department Heads. The Department Heads gathered the comparable data from the 18 counties that were used during the process. Each position was also ranked by the Department Heads based on knowledge, responsibility, and working conditions. This information was used to create a preliminary compensation matrix. The Matrix Committee then met with each Department Head individually to discuss the positions in their department. From these meetings, further changes were made to the matrix. The Committee then met with any individual employees who wished to discuss their position's place on the matrix. After the conclusion of the employee meeting, the final compensation matrix was completed. A copy of the final compensation matrix is attached. Olsen explained that the cost to implement the matrix will be \$57,342 with funding coming from the Highway Department of \$9,443, grants of \$8,226, and from money budgeted in the Contingency Account of \$39,673. If the matrix is approved by the Matrix Committee, it will be sent to the County Board in November for review to be acted on in December. Motion by Nonnenmacher, second by Solin to approve the Compensation Matrix and send a resolution to County Board, 2 ayes, 1 absent, motion carried.

Agenda Item #7: Set date for the December Personnel Committee meeting: The Personnel Committee will meet on December 4, 2014.

Motion by Nonnenmacher to adjourn the Matrix Committee at 8:50 a.m., second by Solin, 2 ayes, 1 absent, motion carried. Motion by Dahms, to adjourn the Personnel Committee at 8:50 a.m., second by Jansen, all ayes, motion carried.

Respectfully submitted,  
Gary D. Olsen  
Recording Secretary