

Minutes of Langlade County Matrix Committee Meeting

The August 4, 2016 Matrix Meeting was called to order at 12:35 p.m. by Chairman Solin in Room 203 of the Langlade County Courthouse, 800 Clermont Street, Antigo, WI 54409.

Members Present: Dave Solin, Doug Nonnenmacher, James Jansen, and Don Scupien

Members Absent: Ron Nye

Others Present: Gary Olsen, Robin Stowe, RJ Weitz, Richard Hurlbert, Becky Rank

Agenda Item #1: Call the meeting to order: Chairman Solin called the meeting to order at 12:35 p.m. and the pledge of allegiance was recited.

Motion by Nonnenmacher, second by Scupien to excuse Nye, all ayes, motion carried.

Agenda Item #3: Approve minutes from previous meeting held on May 31, 2016: Motion by Nonnenmacher, second by Jansen to approve the minutes from the May 31, 2016 meeting, all ayes, motion carried.

Agenda Item #4: Discuss Fair Labor Standard Act-Changing the exempt status for White Collar Jobs: Robin Stowe, Corporation Counsel, gave an overview on the Fair Labor Standards Act (FLSA) that will take effect December 1, 2016. In the Final Rule, the Labor Department updated the standard salary level and total annual compensation requirements to more effectively distinguish between overtime-eligible white collar employees and those who may be exempt. Under today's regulations, employers generally don't have to pay premium rates (time-and-half, over 40 hours) to salaried employees who earn more than \$23,660 per year. The Labor Department has proposed to raise that threshold to about \$47,476 in 2016, and to automatically increase it every year to prevent the level from becoming outdated. After the May 2016 Matrix Committee Meeting, Gary Olsen, Finance Director, asked the 8 Langlade County employees who could be affected by this change to track their hours. Out of the 8 positions, it was determined that the Parks Department Manager's salary will be adjusted to meet the minimum requirement of the FLSA guidelines. The other 7 positions (Office Coordinator-Child Support, Emergency Government Department Manager, Senior Accountant, Land Conservation Department Manager, Code Administrator, Veterans Service Office, Office Manager-Forestry), will become hourly; however, will be grandfathered in to keep their current PTO rate.

Duane Haakenson, Land Records Department Manager wanted the Committee to keep in mind that the Code Administrator position puts in over 70 hours bi-weekly, Duane's concern is what if the Code Administrator needs to take some time off, this could cause hardship within the Department. The Committee would like these positions reviewed after a couple months of being implemented.

Motion by Nonnenmacher, second by Scupien to adjust the Parks Department Manager's salary to meet the minimum requirement of the FLSA, all ayes, motion carried.

Motion by Nonnenmacher, second by Scupien to keep the 8 positions' PTO rate at the current rate and not the hourly rate, all ayes, motion carried.

Agenda Item #5: Adjourn the meeting: Motion by Scupien, second by Nonnenmacher to adjourn, all ayes, motion carried. Meeting was adjourned at 12:45 p.m.

Respectfully submitted,
Becky Rank
Recording Secretary