

**Minutes of Lacleade County
Matrix Committee Meeting**

The meeting, in the Law Library, on the second floor of the Courthouse, was called to order at 10:00 a.m., December 8, 2014, by Chairman Solin.

Members Present: Dave Solin, Doug Nonnenmacher, Vern Cahak, Brad Henricks, Gary Olsen, and Robin Stowe.

Members Absent: None

Agenda Item #1: Call the meeting to order: Chairman Solin called the committee to order at 10:00 a.m. and the pledge of allegiance was recited.

Agenda Item #3: At approximately 10:00 a.m. consider moving into closed session pursuant to Section 19.85 (1)(c), Wis. Stats., to consider requests from department heads to conduct a final review of compensation for certain identified positions: Motion by Nonnenmacher, to go into closed session, second by Cahak, roll call vote, Nonnenmacher, ayes, Cahak, ayes, and Solin, ayes, motion carried. The Committees continued in closed session.

Agenda Item #4: At approximately 10:45 a.m. return to open session with possible action taken on any matters discussed in closed session: Motion by Nonnenmacher, second by Cahak, for the Committee to come back into open session, all ayes, motion carried. Motion by Nonnenmacher after hearing the information presented in closed session, no changes were made to the matrix, second by Solin, all ayes, motion carried.

Agenda Item #5: Discuss future changes to the membership and responsibilities of the Compensation Matrix Review Committee: The Committee would like to see the membership of the Matrix Committee be increased to five members. The membership would then be two members from the Personnel Committee, two members from the Finance Committee, and the Chairman of the Board. This recommendation will be sent to the Personnel and Executive Committees. The Matrix Committee would also like to see the elected official's salaries be set by the Matrix Committee. They also would like to see all COLAs be set by the Matrix Committee in future years.

The Committee also discussed the criteria that would need to be completed for a position to be adjusted between the five year review processes. The Committee recommends that the criteria be limited to a change in job duties and directed Robin to draft the process and form to be used by the Committee to review these types of requests. Once the five year review process is completed (i.e., new Matrix adopted by the County Board) then the goal is to have the Committee establish the process to review compensation based upon a change in job duties beginning in January of 2015.

Motion by Nonnenmacher to adjourn the Committee at 11:10 a.m., second by Cahak, all ayes, motion carried.

Respectfully submitted,
Gary D. Olsen
Recording Secretary