

Minutes of Langlade County Matrix Committee Meeting

The May 31, 2016 Matrix Meeting was called to order at 8:30 a.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, Duane Haakenson, Erik Rantala and Judy Nagel

Agenda Item #1: Call the meeting to order: Chairman Solin called the meeting to order at 8:30 a.m. and the pledge of allegiance was recited.

Agenda Item #3: Approve minutes from previous meeting held on April 12, 2016: Motion by Nonnenmacher, second by Jansen to approve the minutes from the April 12, 2016 meeting, all ayes, motion carried.

Agenda Item #4: Set wages for new GIS Specialist in Land Records and Regulations: Gary Olsen, Finance Director, presented a Salary Matrix Comparisons handout and an 18 County comparable work sheet for the new GIS Specialist position. The information presented showed that the GIS Specialist position could have a starting pay range of \$20.13 with Step10 being \$23.90. Duane Haakenson, Land Records Department Head, agreed with this placement on the matrix. Duane stated that this position is funded by a Land Information Grant. Motion by Scupien, second by Nonnenmacher to set the GIS Specialist starting pay range of \$20.13 with Step 10 being \$23.90, all ayes, motion carried.

Agenda Item #5: Discuss Fair Labor Standard Act-Changing the exempt status for White Collar Jobs: Robin Stowe, Corporation Counsel, stated that on May 18, 2016 the Federal Government made a final ruling on the Fair Labor Standards Act (FLSA) that will take effect December 1, 2016. In the Final Rule, the Department updates 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threshold to about \$47,476 in 2016, and to automatically increase it every year to prevent the level from becoming outdated. Gary Olsen, Finance Director, stated that this new rule will currently affect 9 Langlade County employees. Those 9 employees' have been asked to track their hours to get a better idea on how this rule will affect them and Langlade County. The Committee will need to determine how they are going to handle the switch over from salary to hourly for these positions. This agenda item will be reviewed in the August, 2016 Matrix Committee Meeting, no action taken.

Agenda Item #7: Adjourn the meeting: Motion by Scupien, second by Nonnenmacher to adjourn, all ayes, motion carried. Meeting was adjourned at 9:10 a.m.

Respectfully submitted,
Becky Rank
Recording Secretary