

**Minutes of Lacleade County  
Non-Union Matrix Committee Meeting**

The meeting, in the in the Law Library of the Courthouse was called to order at 6:00 p.m., June 6, 2011, by Chairman Solin.

Members Present: Dave Solin, Jim Jansen, George Bornemann, Gary Olsen, Robin Stowe, and Brad Henricks.

Members Absent: none

Others Present: none.

Agenda Item #1: Call the meeting to order: The meeting was called to order at 6:00 p.m. by Chairman Solin.

Agenda Item #2: Approve minutes of the previous meeting held on 3/16/11: Motion by Jansen, second by Bornemann to approve the minutes of the 3/16/11 meeting, all ayes motion carried.

Agenda Item #3: Discuss the setting of the COLA for non-union employees for 2012: The Committee discussed setting the COLA for non-union employees for 2012. Per the Non-union Handbook, the Midwest CPI as of April is the amount that the non-union COLA is calculated by. This amount was 3.4%. Information was provided to the Committee regarding the amounts that non-union will be paying for health insurance and the employee share of Wisconsin retirement. All non-union employees will be paying the employee share of retirement, once the State budget is passed. This will amount to 5.8% of their salary in 2011 and 6.2% in 2012. The union will not have to pay the employee share of retirement until 2013 and will be receiving a 4% COLA (2% on 12/31/11; 1% 4/1/12; 1% 7/1/12). Non-union wages were also frozen in 2011. The Committee considered the fact that the non-union employees would be paying the employee share of the retirement, and the union members would not. Because of this fact, the Committee considered allowing a 4% COLA for non-union employees to match the COLA that was given to all union employees. Due to the fact that non-union employees would be paying towards health insurance premiums and retirement, the County would still see a savings of around \$75,000. Motion by Bornemann to allow a 4% COLA for non-union employees for 2012, second by Jansen, all ayes, motion carried.

Motion by Bornemann to adjourn at 6:10 p.m., second by Jansen, all ayes, motion carried.

Respectfully submitted,  
Gary D. Olsen  
Recording Secretary