

WINNEBAGO COUNTY BOARD OF SUPERVISORS--PERSONNEL & FINANCE COMMITTEE

DATE: Friday, October 24, 2014

TIME: 8:00 a.m.

PLACE: Human Resources Conference Room

PRESENT: David Albrecht  
Bill Roh  
Claud Thompson  
Joel Rasmussen  
Harold Singstock

ALSO PRESENT: Mark Harris, County Executive  
Michael Collard, Director of Human Resources  
Doug Petraszak, Assistant Finance Director  
Sue Ertmer, County Clerk

David Albrecht called the meeting to order at 8:00 a.m.

**Discussion and Approval of Resolution 94-102014: Adopt revisions to Winnebago County pay schedules and provide pay increases for 2015.**

Mark Harris said the original resolution attempts to protect the interests of former union employees, who received step-pay increases for several years but had step increases frozen when the unions decertified. Harris said that the wage increases were “pretty meager” when considering the increase in health insurance costs facing employees in 2015.

Mike Collard distributed copies of a financial-impact study comparing various across-the-board percentage pay increases. Collard said a 1.5 percent across-the-board pay increase affects all employees, while the incremental pay raises apply only to employees in each quartile group.

Joel Rasmussen said he supports a cost-of-living raise, but expressed concern the county was not addressing the administrative employees who had not received any step pay increases for the last nine years. Under the revisions, Rasmussen said, administrative employees would be “dragged along” with all other employees, regardless of their performance.

Collard said a merit-pay plan requires detailed performance measurements for each job. Since goals must be set by the start of the year, it wouldn’t be practical to implement such a plan for 2015, he said. Collard said he would rather see merit pay implemented no sooner than 2016.

Claud Thompson made a motion to split the resolution into two separate resolutions. One would address the across-the-board pay increase, while the other would cover pay for performance. Harold Singstock seconded the motion. Collard said the two topics each relate to the county’s overall compensation plan and could be part of the same resolution. Motion failed 1-4.

Albrecht suggested the last sentence of the resolution be revised to include a timeframe for when the merit pay plan would be implemented, “ ....Winnebago County Board’s Personnel and Finance Committee within a suitable time period so as to allow such plan to be reviewed, adopted and implemented prior to the preparation of the 2016 budget. Bill Roh agreed but with one exception: to remove the word implemented from the text. Albrecht agreed.

Roh made a motion to accept a substitute resolution removing the paragraphs addressing the step and quartile pay increases, revising the last paragraph and updating the fiscal note, seconded by David Albrecht. Carried 4-1, with Claud Thompson voting against.

Thompson said he voted against the resolution because the committee did not split the resolution. He said he couldn't support the resolution as it was written.

David Albrecht moved to adjourn the meeting at 9:45 a.m., seconded by Bill Roh. Carried 5-0.

Submitted by  
Joan Lowe