

Finance and Personnel Committee

May 13, 2022

Ground Floor Sheriff's Department Training Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:03 a.m.

Members Present: Charles Zenner, Scott Mildbrand, Rollie Thums, Lester Lewis, Cathy Lemke, Ray Soper, Jim Gebauer

Members Absent: None

Other Attendees: Linda Daniels, Nicole Hager, Jim Metz, Larry Brandl, Mike Filas, Corey Dassow, Larry Woebeking, Sarah Holtz, Lorie Floyd, Nikki Sherman, Adam Keeling, Courtney Graff, Brian Wilson; Star News, Bryan Symes; von Briesen & Roper, S.C., Lynette Rosemeyer, Michelle Kurth, Colleen Handrick, Michael Haas, Gail Nelson, Jeff Lange, John A Williams, Adriana Danizl, Rose Thums, Ben Stanfley, Sue Swiantek, Paul Lukewich, Rock Larson; President of the CVSO Association, Bill Vach, Ken Risch, Heidi Eisner, Don Hoefflerle, Ben Greiner, Robert Erste, Arlo Koepe

Approve Agenda. A motion was made by Thums, seconded by Lewis, to approve the agenda with nineteen items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Mildbrand, seconded by Lewis, to approve the minutes of the April 14, 2022, Finance Committee meeting and the April 26, 2022, Finance and Personnel Committee meeting. A unanimous vote cast, the motion carried.

Treasurer's Report. Treasurer's report which was reviewed and approved as it was presented.

Review and approve ARPA Funding for the Sheriff's Department Radio Equipment. Sheriff Larry Woebeking and Chief Deputy Corey Dassow were present requesting ARPA funding to help with the cost for replacing the radios in the department. The radios have reached the end of their life. A quote was received from Motorola for the new radio equipment. A motion was made by Mildbrand, seconded by Lewis, to approve \$295,000.00 of ARPA funds for the Sheriff's Department radio equipment. A unanimous vote cast, the motion carried.

Review and approve ARPA Funding for the Fire Department Radio Equipment. Mike Filas, Medford Area Fire Department, was present requesting \$287,150.00 of ARPA funding to help with the cost for replacing the radios in the fire departments in the County. This total includes the Thorp Fire Department which covers part of Taylor County, as well as, \$27,600.00 for the dispatch center. After much discussion, a motion was made by Mildbrand, seconded by Soper, to approve paying 75% of the \$221,050 cost for a total of \$165,787.50 from ARPA funds that would not include the Thorp Fire Department or the dispatch costs. A unanimous vote cast, the motion carried.

Review and approve ARPA Funding for the fairgrounds drainage issues. Ben Stanfley, Highway Commissioner, was present requesting ARPA funding to help with the cost for addressing drainage issues at the fairgrounds. This would involve ditching and installing culverts with the Highway Department to perform the construction. The total cost would be

\$26,500.00. A motion was made by Soper, seconded by Gebauer, to approve the \$26,500.00 of ARPA funds for the fairgrounds drainage project. A unanimous vote cast, the motion carried.

Warrants and Payroll as submitted.

Warrants submitted were:

April 15, 2022	267103 – 267197	\$293,006.47
April 25, 2022	267198 – 267274	\$233,704.87
April 29, 2022	267275 – 267346	\$395,922.25
May 6, 2022	267347 – 267432	\$291,419.99
May 12, 2022	267433 – 267487	\$53,388.04

Payroll submitted were:

April 14, 2022	137078 – 137289	\$287,658.11	Direct Deposit Stubs
April 14, 2022	86957	\$442.06	Employee Check
April 28, 2022	137290 – 137509	\$262,765.33	Direct Deposit Stubs

A motion was made by Mildbrand, seconded by Lewis, to approve the warrants and payroll as submitted. A unanimous vote cast, the motion carried.

Request from Highway Department for a road construction LTE. Mr. Stanley was present to request a Highway Limited-term employee for 2-3 weeks to help with road construction. A motion was made by Lewis, seconded by Thums, to approve the limited-term employee in the highway department for 2-3 weeks at the wage of \$23.83 per hour. A unanimous vote cast, the motion carried.

Additional hours for the Treasurer’s office during peak workload. Sarah Holtz, County Treasurer, was requesting her employees to work up to 40 hours per week for up to 12 weeks of the year during peak times. A motion was made by Lewis, seconded by Thums, to approve the department to work up to 40 hours per week, if needed, up to 12 weeks of the year during peak times. A voice vote cast, six [6] voting aye, one [1] voting no [Mildbrand], the motion carried.

Request to fill the Deputy Clerk of Court position – Clerk of Court office. Rose Thums, Clerk of Court, requested filling the Deputy Clerk of Court position in the Clerk of Court office. A motion was made by Thums, seconded by Lemke, to approve filling the Deputy Clerk of Court position in the Clerk of Court office. A unanimous vote cast, the motion carried.

Request to update the Confidential Human Resources Assistant job description – Human Resources Department. Nicole Hager, Human Resources Manager, presented the updated job description for the Confidential Human Resources Assistant. A motion was made by Thums, seconded by Lewis, to approve the updated Confidential Human Resources Assistant job description, as presented. A unanimous vote cast, the motion carried.

Follow-up from April 14, 2022, meeting and update Section 3.6, Employee Handbook regarding employee compensation time. Ms. Hager presented language to update Section 3.6 and proposed language to limit the compensation time to 20 hours for non-exempt/hourly

employees. Employees would have six months to get their compensation time bank down to 20 hours. Per federal law, non-exempt employees must be paid for hours worked. Therefore, any hours above 20 will be paid with the expectation that department heads ensure compliance with the Employee Handbook. Ms. Rosemeyer, Board Supervisor, stated that the committee should bring handbook changes to the full county board for approval. A motion was made by Mildbrand, seconded by Gebauer, to approve the updates to Section 3.6 of the Employee Handbook with a 90-day timeline to use any comp time earned and to forward it to the County Board for approval. A unanimous vote cast, the motion carried.

Request to update the Accounting Specialist and Programs Specialist job descriptions – Commission on Aging [agenda items 14 and 15]. Jenn Viergutz, Nutrition & Aging Director, was not available at the meeting, so Nicole Hager, Human Resources Manager, presented the updated job descriptions for the Accounting Specialist and Programs Specialist. A motion was made by Lewis, seconded by Lemke, to approve the updated Accounting Specialist and Programs Specialist job descriptions, as presented. A unanimous vote cast, the motion carried.

Financing for Rusk & Clark County Veteran's Services Officer to assist Taylor County one day per week. Ms. Hager was in contact with the Clark County VSO and Rusk County VSO to come and help the Taylor County Veteran's Service office during the time that Ms. Shaw was on administrative leave. Several veterans were present at the meeting to request information on what was happening in the department. To respect the confidentiality of Ms. Shaw and the process, the committee did not respond to their questions directly. After much discussion by many of the veterans that were present, the committee discussed financing for the two VSO's coming to assist Taylor County. A motion was made by Lewis, seconded by Thums, to approve the financing costs for one to two days per week for the Rusk and Clark County VSO's, individually, that were coming to Taylor County. A unanimous vote cast, the motion carried.

Closed Session. A motion was made by Mildbrand, seconded by Thums, at 11:59 a.m., to go into closed session pursuant to Sections 19.85(1) (a), (b), (c) & (g), Wisconsin State Statutes, for the purpose of considering wages for a casual, part-time Human Services Department employee under Section 19.85 (1)(c), and; considering dismissal, demotion, or discipline of any public employee and the taking of formal action on any such matter; provided that the public employee is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken and the right to demand that the evidentiary hearing or meeting be held in open session. Wis. Stat. § 19.85(1)(b). Topic: to receive information pursuant to the grievance procedure as outlined in the Taylor County Employee Handbook. Note: this phase of the procedure and opportunity to present to the committee is non-evidentiary. A roll call vote cast, seven [7] voting aye, the motion carried.

Adam Keeling, Michelle Kurth, Bryan Symes, Lorie Floyd, Lynette Rosemeyer, Suzanne Stanfley and Courtney Graff were present during the closed session.

Open Session. A motion was made by Lewis, seconded by Gebauer, to go into open session at 1:02 p.m. A unanimous cast, the motion carried.

It was moved by Thums, seconded by Mildbrand, to reaffirm the action held in closed session and uphold the termination. A unanimous vote cast, the motion carried.

It was then moved by Thums, seconded by Mildbrand, to approve the wage of \$31.34 per hour for up to seven weeks for 10 to 20 hours per week for the Birth to 3 Coordinator to work in Human Services.

Adjournment. A motion was made by Thums, seconded by Soper, to adjourn at 1:03 p.m. A unanimous cast, the motion carried.

Secretary: Linda Daniels

FINANCE AND PERSONNEL COMMITTEE

Tuesday, April 26, 2022

County Board Room

Call Meeting to Order: Chuck Zenner called the meeting to order at 10:30 a.m.

Members Present: Chuck Zenner, Scott Mildbrand, Rollie Thums, Jim Gebauer, Catherine Lemke, Lester Lewis and Ray Soper.

Members Absent: none

Other Attendees: Jim Metz (arrived at 11:20), Nicole Hager, Sarah Holtz, Larry Brandl, Brian Wilson- Star News, Jake Walcisak, Shellie Shaw, Nikki Sherman, Suzanne Stanfley, Bill Vach, Paul Lukewich and Andria Farrand.

Approve the Agenda: Motion by Thums, seconded by Mildbrand, to approve the agenda with 9 items. Motion carried.

Approve the minutes of the March 31, 2022 Joint Personnel and Finance Committee meeting and the April 14, 2022, Personnel Committee meetings: Motion by Lewis, seconded by Mildbrand, to approve the minutes. Motion carried.

Request to fill Camp Host position: This was removed from the agenda with no action taken.

Joe Svejda left the meeting at 10:33 a.m.

Possible increase of hours for employees of Treasurer's Office: Sarah Holtz, County Treasurer, was present to request that the employees of the Treasurer's and Real Property Lister's offices, have the flexibility to work 40 hours a week at her discretion. She stated that the Treasurer's office is busiest in July and August and Real Property in November, and she would like her staff to be allowed to work 40 hours during these months, since she was denied filling her part time position. She added that her office has taken on additional responsibilities with the In-Rem process and the Real Property office has still seen an increase in the number of deeds. She also stated the employees are all on board with this and will not work 40 hours if they don't need to. After further discussion, it was motioned by Thums, seconded by Lewis to table. He stated he wants to see that office get the help they need but would like Sarah to work with Nicole to come up with a job description and guidelines to present. Motion carried.

Carlson Dettmann recommendation-Crisis Adult Protective Services Case Manager-Human Services Department: Suzanne Stanfley, Human Resources Director, was present to discuss Carlson Dettmann's recommendation with the committee. She stated that due to the professional level of the position and the bachelor's degree requirement, it was recommended to increase it from step I to step J. Motion by Thums, seconded by Lemke to approve. Motion carried.

Staff attendance at committee/board meetings: Zenner addressed the fact that several employees attended the County Board session on April 19th. There was much discussion among the committee and several employees in attendance about best practices when

employees want to attend meetings. There was a motion by Lewis, seconded by Thums, that any employee who needs to attend a committee or board meeting, check with the chair of their oversight committee first. It can also be coordinated with the committee chair to move their agenda item to the beginning of the meeting so they can leave afterward or give it a specific time. If the employee takes personal or vacation time, they can attend the whole meeting. Motion carried.

Supervisor Soper left at approximately 11:15 a.m.

Earning and use of Comp Time: The committee discussed the use of comp time and stated it has gotten out of hand and suggested that it first go through the oversight committee for approval before it is earned. After further discussion, there was a motion by Mildbrand, seconded by Gebauer, to add "non-exempt" employees to the current compensatory time policy. The current accrued comp time on the books, must be used by November 1, 2022, and beginning May 1, 2022, an employee's comp balance cannot go over 20 hours and must be used within 90 days, per the policy. Motion carried.

Adjourn the meeting: Motion made by Thums, seconded by Lemke, to adjourn the meeting at 11:46 a.m. Motion carried.

Andria Farrand
Taylor County Clerk

FINANCE COMMITTEE

Thursday, April 14, 2022

County Board Room

Call Meeting to Order: Chuck Zenner called the meeting to order at 1:00 p.m.

Members Present: Chuck Zenner, Catherine Lemke, Ray Soper, Scott Mildbrand.

Members Absent: Tim Hansen.

Other Attendees: Jim Metz, Sarah Holtz, Larry Brandl Emily Gojmerac- Star News and Andria Farrand.

Approve the Agenda: Motion by Lemke, seconded by Mildbrand, to approve the agenda with 10 items. Motion carried.

Approve the minutes of the March 17, 2022, Finance Committee meeting: Motion by Mildbrand, seconded by Lemke, to approve the minutes. Motion carried.

Public input/correspondence: none

Treasurer's report: Treasurer's report reviewed and approved as presented.

2021 IT budget carryover: Brandl presented the IT budget carryover to the committee. Motion by Lemke, seconded by Soper to approve as presented. Motion carried.

Update on AED units for County buildings: Brandl provided an updated quote for the 17 new units at \$1,700.00 each and the 2 units we have will be refurbished and upgraded. All will have wi-fi capabilities and the latest technology. The quote includes cabinets, placards, and 1 year of AED compliance management. The new quote is \$36,000.00 and will be paid from the County's ARPA money.

Discuss \$10,000.00 payment from Taylor County Human Services to Taylor County Supportive Housing: Taylor County Supportive Housing received a \$10,000.00 grant through Human Services, but the money was improperly used. It was to be used for Drug rehabilitation and counselling, but it was used on Cabinets for the shelter. Human Services has requested the money be paid back. The committee has requested that Corporation Counsel send a letter requesting re-payment with a specific date. Farrand will reach out to Corp. Counsel to draft the letter. Motion by Mildbrand, seconded by Soper, to approve Corp Counsel send a letter to Taylor County Supportive Housing for repayment of the grant money. Motion carried.

Review and act on warrants and payroll as submitted:

Warrants submitted were:

March 25, 2022	266844-266897	\$110,957.67
March 28, 2022	266747-266843	\$194,282.46
April 1, 2022	266898-266964	\$4,694.01
April 8, 2022	266965-267060	\$786,753.56
April 14, 2022	267061-267102	\$27,250.64

Payroll submitted was:

March 17, 2022	86956	\$0.00	Employee check
March 17, 2022	136617-136847	\$256,973.51	Direct Deposit stubs
March 31, 2022	136848-137077	\$263,117.48	Direct Deposit stubs

Motion by Soper, seconded by Lemke, to approve warrants and payroll as submitted. Motion carried.

Adjourn the meeting: Motion made by Lemke, seconded by Soper, to adjourn the meeting at 1:30 p.m. Motion carried.

Andria Farrand-Taylor County Clerk

Joint Personnel and Finance Committee

March 31, 2022

Third Floor County Board Room, Taylor County Courthouse

Call Meeting to Order: Charles Zenner called the meeting to order at 9:32 a.m.

Members Present: Charles Zenner, Scott Mildbrand, Rollie Thums, Lester Lewis, Cathy Lemke, Ray Soper

Members present via Zoom: Tim Hansen [9:32 a.m. to 9:59 a.m.]

Members Absent: None

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Larry Brandl, Nicole Hager, Mike Bub, Brian Wilson; Star News, Tim Deaton; The Horton Group

Approve Agenda. A motion was made by Thums, seconded by Mildbrand, to approve the agenda with six items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Lewis, seconded by Lemke, to approve the minutes of the January 20, 2022, Joint Personnel and Finance Committee meeting. A unanimous vote cast, the motion carried.

Closed Session. A motion was made by Mildbrand, seconded by Thums, at 9:33 a.m., to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(f), to consider medical or personal histories of specific persons, which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data regarding Section 5.1(C), Employee Handbook, retiree health insurance eligibility. A roll call vote cast, four [4] voting aye, one [1] absent [Hansen], the motion carried.

Tim Deaton, The Horton Group and Nicole Hager were present during the closed session.

Tim Hansen left the meeting via Zoom at 9:59 a.m.

Open Session. A motion was made by Thums, seconded by Lewis, to go into open session at 10:21 a.m. A unanimous cast, the motion carried.

It was moved by Thums, seconded by Lewis, to leave Section 5.1, Health Insurance, Employee Handbook, as it is currently written with no changes. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Lemke, seconded by Lewis, to adjourn at 10:22 a.m. A unanimous cast, the motion carried.

Secretary: Linda Daniels

FINANCE COMMITTEE

Thursday, February 10, 2022

County Board Room

Call Meeting to Order: Chuck Zenner called the meeting to order at 1:00 p.m.

Members Present: Chuck Zenner, Catherine Lemke, Ray Soper and Tim Hansen.

Members via Zoom: Scott Mildbrand

Members Absent: None.

Other Attendees: Jim Metz, Sarah Holtz, Larry Brandl, Emily Gojmerac- Star News, Jake Walcisak, Joe Svejda and Andria Farrand.

Other attendees via Zoom: none

Approve the Agenda: Motion by Soper, seconded by Hansen, to approve the agenda with 9 items. Motion carried.

Approve the minutes of the December 16, 2021 Finance Committee meeting: Motion by Lemke, seconded by Hansen, to approve the minutes. Motion carried.

Public input/correspondence: none

Treasurer's report: Treasurer's report reviewed and approved as presented.

Approve Tractor Supply credit card for use by the Forestry and Buildings, Grounds and Parks Departments: Jake Walcisak, Forestry and Recreation, addressed the committee. He stated that Tractor Supply has items they use and it would be efficient and convenient to get a credit card, as they do not offer an in-house account as we have at the other hardware stores. Joe Svejda, Buildings and Grounds also stated that it would be convenient as they offer quality products at good prices. After further discussion, there was a motion by Hansen, seconded by Lemke to approve applying for the Tractor Supply credit card. Motion carried.

Approve consulting agreement with CliftonLarsonAllen LLP (CLA) and Taylor County Human Services to develop administrative rates across all programs: Brandl explained to the committee that Human Services budgeted \$5,000.00 in this year's budget for this consulting and he would split the cost with them. This is a one-time consulting to train Rhonda and help Human Services capture State and Federal revenues as well as review and develop new billing rates for the Human Services programs. Motion by Mildbrand, seconded by Lemke, to approve spending up to \$10,000.00 for consulting services for Human Services through CLA. Motion carried.

Review and act on warrants and payroll as submitted:

Warrants submitted were:

December 17, 2021	265467-265545	\$255,928.77
December 23, 2021	265546-265597	\$306,943.80
December 30, 2021	265598-265653	\$ 88,856.34

January 7, 2022	265654-265781	\$309,818.54
January 13, 2022	265782-265831	\$ 31,506.53
January 14, 2022	265832-265893	\$460,461.57
January 21, 2022	265894-266002	\$451,372.31
January 28, 2022	266003	Check spoiled
January 28, 2022	266004-266098	\$359,457.79
February 4, 2022	266099-266213	\$385,220.05
February 10, 2022	266214-266263	\$ 24,283.58

Payroll submitted was:

December 23, 2021	135249-135464	\$272,181.90	Direct Deposit Stubs
December 23, 2021	135465-135486	\$17,712.44	Comp Pay
January 6, 2022	135487-135703	\$320,404.71	Direct Deposit Stubs
January 20, 2022	135704-135924	\$250,166.53	Direct Deposit Stubs
February 3, 2022	135925-136144	\$247,283.16	Direct Deposit Stubs

Motion by Soper, seconded by Mildbrand, to approve warrants and payroll as submitted.
Motion carried.

Adjourn the meeting: Motion made by Hansen, seconded by Soper, to adjourn the meeting at 1:25 p.m. Motion carried.

Andria Farrand-Taylor County Clerk

Joint Personnel and Finance Committee

January 20, 2022

Third Floor County Board Room, Taylor County Courthouse

Call Meeting to Order: Charles Zenner called the meeting to order at 11:05 a.m.

Members Present: Charles Zenner, Scott Mildbrand, Rollie Thums, Lester Lewis, Cathy Lemke, Tim Hansen

Members Absent: Ray Soper

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Rose Thums, Larry Woebeking

Approve Agenda. A motion was made by Thums, seconded by Lemke, to approve the agenda with five items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Lemke, seconded by Hansen, to approve the minutes of the January 12, 2022, Joint Personnel and Finance Committee meeting. A unanimous vote cast, the motion carried.

Establish compensation for Sheriff and Clerk of Circuit Court. Marie Koerner, Human Resource Manager, showed where the current salaries of the Sheriff and Clerk of Circuit Court would be by using the new compensation plan design as a tool for internal equity if they were given a 2.5% increase in 2022 as the minimum that other employees would receive. She recommended that Step 2 of Grade R be used to place the Sheriff and to use Step 3 of Grade M to place the Clerk of Circuit Court. Ms. Koerner also distributed proposed options of the increases for the 2023-2026 years with a 1%, 1.5% and 2% increases for the positions and information regarding the history of the elected official's salary increases from 2015-2022 for the Sheriff and Clerk of Courts and increases from 2017-2024 for the County Clerk, Treasurer and Register of Deeds. After much discussion, a motion was made by Hansen, seconded by Thums, to increase the Sheriff and Clerk of Circuit Courts salary 2% each year starting January 1, 2023, through December 31, 2026. A unanimous vote cast, the motion carried. It was then moved by Lewis, seconded by Hansen, to use Step 2 of Grade R of the employee compensation plan to establish the Sheriff salary and Step 3 of Grade M of the employee compensation plan to establish Clerk of Courts salary for the 2023 – 2026 term, as well as, future terms, as recommended. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Lewis, seconded by Hansen, to adjourn at 11:15 a.m. A unanimous cast, the motion carried.

Secretary: Linda Daniels

Joint Personnel and Finance Committee

January 12, 2022

Third Floor County Board Room, Taylor County Courthouse

Call Meeting to Order: Charles Zenner called the meeting to order at 9:30 a.m.

Members Present: Charles Zenner, Scott Mildbrand, Rollie Thums, Lester Lewis, Ray Soper, Cathy Lemke, Tim Hansen

Members Absent: None

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Ben Stanfley, Sarah Holtz, Larry Brandl, Rhonda Rudolph, Andria Farrand, Patty Krug, Jaymi Kohn, Suzanne Stanfley, Liza Daleiden, Brian Wilson; Star News

Other Attendees by Zoom video: Patrick Glynn; Carlson Dettmann Consulting, Jake Walcisak, Tracy Hartwig, Colleen Handrick

Approve Agenda. A motion was made by Thums, seconded by Lemke, to approve the agenda with five items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Thums, seconded by Soper, to approve the minutes of the December 21, 2021, Joint Personnel and Finance Committee meeting. A unanimous vote cast, the motion carried.

Meet with Carlson Dettmann to discuss Employee Compensation Plan. Patrick Glynn, Carlson Dettmann Consulting, appeared by Zoom to explain the Implementation Discussion handout that included a recommended new plan design, to include adding a step at the beginning of the plan at 85% pay and increasing the steps to seventeen [17] steps versus eleven [11] steps in the existing plan. Employees will move through the steps every year after the control point versus every two [2] and three [3] years. Each step above the control point will have a 1.25% increase every year. The challenges for the committee to consider with the implementation of the plan will include budgets, fairness to employees, size of increase and length of service. He presented four costing options and the wage cost estimates to implement. Those options varied from a \$188,469.00 to \$357,504.00 cost to the 2022 budget. The costs for each of the four options were also broken down by each of the departments. Marie Koerner stated that approximately \$50,000.00 would be needed to implement the option that would be a combination of placing the employees in at least a Step 4 placement [provided the employee has at least five [5] years in the current position and a step that provides at least a 2.5% increase to the 2021 salary. Supervisor Mildbrand noted that the pension and health insurance benefits are great and notable that Taylor County offers. Larry Brandl, Finance Director, answered questions regarding future revenue in 2022 and in the years to follow if the recommended plan is implemented. Supervisor Lewis stated that revenue and expenditure issues in the county have to be looked at as this is an ongoing issue.

After much discussion, a motion was made by Hansen, seconded by Lewis, to recommend and forward to the County Board of Supervisors for the February 3, 2022, session to approve the recommended new plan design and the implementation of the plan that is the combination of the step that provides at least a Step 4 placement, provided that the employee has at least five

[5] years in the current position and a step that provides at least a 2.5% increase to the 2021 wage, which would be retroactive to January 2, 2022. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Mildbrand, seconded by Thums, to adjourn at 10:18 a.m. A unanimous cast, the motion carried.

Secretary: Linda Daniels