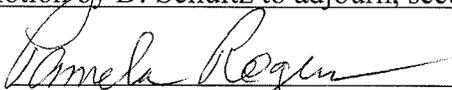


**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
October 8, 2012 @ 8:30am
Jefferson County Courthouse, Room 205**

1. Meeting called to order at 8:32am by J. Braughler.
2. Present: J. Braughler, G. David, P. Rogers, J. Schroeder, and D. Schulz. All members present. Quorum established. Others Present: G. Petre, T. Palm, J. Molinaro, P. Ristow, K. Spory (Daily Union), C. Carlson (Carlson Dettmann Consulting), K. McCloskey (Carlson Dettmann Consulting)
3. Certification of compliance with the Open Meetings Law by G. Petre.
4. Agenda reviewed with no changes.
5. There were no public comments on non-Classification and Compensation Study items.
6. The following individuals were present to speak on the issue of the 2012 Classification and Compensation Study: Diane Bazylewicz, Human Services; Ann Jenswold, Highway; Jim Garity, Highway; Tyson Barnes, Highway; Dale Naatz, Highway; Barry Block, Highway; Eric Coonen, Highway; Martha Merrill, AFSCME Council 40; Richard Dehnert, Highway; Kelly Conger, Human Services; Ed Sadlowski, AFSCME Council 40; Mike Rusch, Sheriff's Office; Audrey McGraw, County Clerk's Office; Brenda Nitardy, Sheriff's Office; Judge Koschnick; Judge Weston; Carla Robinson, Clerk of Courts; Staci Hoffmann, Register of Deeds; Chief Deputy Jeffrey Parker, Sheriff's Office; Timm Punzel, Highway; Jessica Godek, Human Services.
7. Motion by D. Schultz, second by P. Rogers, to approve the September 18, 2012, minutes as printed. Motion carried 5:0.
8. Communications: Memo from Judge Erwin, dated October 8, 2012, regarding the Jefferson County Classification and Compensation Study; memo from Bill Kern, dated October 5, 2012, regarding Compensation Study Comments – Comparable Position Information; and memo from Bill Kern, dated October 3, 2012, regarding Comments on Update to Classification and Compensation Study.
9. Presentation from Charlie Carlson from Carlson Dettmann Consulting providing an update to the Classification and Compensation Study. Mr. Carlson presented a 33-slide PowerPoint presentation, reviewing the 10 components of a sound Compensation Program, the process of reviewing a job for internal comparison, the market that was surveyed (data used to compare County positions to), establishing a salary range using regression analysis, discussing pay delivery options including steps across range, open ranges with performance-based pay and hybrid models, possible implementation methods, how benefits fit into the recommendation, classification reviews, and answered questions from employees and Committee.
10. Next meeting is scheduled for October 16, 2012 at 8:30am.
11. Motion by D. Schultz to adjourn, second by G. David. Meeting adjourned at 10:30am.



Human Resources Committee Secretary

10-16-12

Date