

PROCEEDINGS OF WOOD COUNTY BOARD OF SUPERVISORS

January 23, 2013 - 9:30 a.m.

The Wood County Board of Supervisors composed of nineteen members convened at the Wood County Courthouse auditorium in Wisconsin Rapids, Wisconsin on January 23, 2013.

Chairman Pliml called the meeting to order at 6:30 p.m.

Supervisors present were: Allworden, Ashbeck, Breu, Clendenning, Curry, Feirer, Henkel, Hokamp, Machon, Miner, Moody, Murphy, Nelson, Pliml, Polach, Rozar, Wagner, and Winch.

Supervisor Hendler was excused.

Chairman Pliml explained the purpose of the meeting tonight and laid out some ground rules. There were several pages of questions laid on the table, he asked who presented these. No one came forward as the author. Peter Manley will act as facilitator as needed in the process.

Chairman Pliml noted that public comments will be taken and will be set at three minutes. Supervisor Clendenning had a comment that he felt that the Carlson-Dettmann study is done with and voted down so why are we talking about it? John Spiegelhoff, staff representative from Afsme Council 40 expressed concern that a problem doesn't currently exist that needs fixing. Martha Merrill also from Afsme Council 40, asked the board to consider if the study is competitive, she feels the results are confusing and that the pay for performance aspect hasn't been fully explained to employees.

Chairman Pliml asked Human Resources Director Reed to address the questions that were left on the table before the meeting. Concern was raised by supervisors as to why these questions were being addressed as they were submitted anonymously. By consensus of the board, they agreed to allow Reed to give short answers to the posed questions.

Chairman Pliml led the board in discussion on the topic of the wage study and gave each supervisor an opportunity to express their concerns and/or ask questions. Discussion centered around pay for performance, how information was disseminated, the comparable employers used in the study and how to move forward from this point. A list of the comparable employers was handed out to the board members.

Chairman Pliml with the support of the board appointed an Ad hoc Compensation/Wage Study Committee to verify wage study findings, determine a method of evaluations, a method for increases, who is included in pay for performance if any, are any increases part of base pay or bonus pay, how will dollars be awarded and to accomplish these goals in a timely manner. Chairman Pliml appointed Supervisors Miner, Machon, Murphy, Wagner and Winch and recommends the appointment of one department head and one hourly employee for their input as a non-voting member. Motion by Rozar/Curry to approve the appointment of this committee and to develop a plan and bring it to the board in a 30-60 day time frame. Motion carried by voice vote.

Motion by Henkel/Murphy to adjourn. Motion carried by voice vote. Next scheduled county board meeting is February 19, 2013.

Respectfully Submitted
Cynthia Cephress
Wood County Clerk