

## EMPLOYEE SALARY AND BENEFITS ADVISORY SUBCOMMITTEE

July 20, 2023

Human Resources Conference Room, Government Services Building 8:15 AM

### Members Present

Delores Merrick  
Arianna Voegeli  
Dan Williams  
Kristi Leonard  
Dave Tschudy  
Andrea Sweeney

### Others Present

Chris Narveson  
RoAnn Warden  
Stephen Scanlan

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1. The meeting was called to order by the Chair Delores Merrick at 8:15 am.
  2. Motion by Ari, seconded by Andrea to approve the minutes of the July 6, 2023, meeting. Motion carried on a voice vote.
  3. Discussion of the McGrath Human Resources Group Classification and Compensation study. Delores reported that she spoke with Malayna and they will keep the pricing the same even if we want to move the start date to October so that we can capture the 2024 pay rates for our comparables. It was discussed that before we move forward, there needs to be discussion about funding the results of the study. Andrea reported that there is approximately \$50,000 available in LTF to pay for the study and she would be able to locate the additional money to pay for the study without impacting tax levy. It was also discussed that money is consistently given back to the General Fund by departments at the end of the year and it would not be unreasonable for over \$500,000 to be given back that could be applied towards the implementation of the study results. Motion by Andrea, seconded by Ari to recommend to the Personnel and Finance Committees on July 26, 2023 that the funds returned by departments to the General Fund at a minimum of \$500,000 or two thirds, whichever is greater be committed to use towards the implementation of the results of the salary study. Motion carried on a voice vote.
  4. Discussion regarding Department Head requests for personnel changes prior to the wage study. It was discussed that the main guidance should be why does the change need to be made. The door should be left open, but it is the Personnel Committee's choice. There should be a case if there is trouble filling the position or looming departures. However, there shouldn't be any changes once the wage survey starts.
  5. Dupaco Credit Union had brought Delores information about providing financial education to Green County employees. There was concern about "what's the catch". It was decided that we should reach out to employees to see if they are indeed interested in this type of information and then see if UW Extension or another source provides this information.
  6. Other items:
    - a. Dan discussed the need for employee recognition. Ari indicated that she and Delores were already working on this issue.
    - b. Dan brought up the issue of child care needs for employees. He stated there are not enough facilities and open slots available in the area. It was discussed if there are opportunities to partner with perhaps the YMCA and if we could reach out to the Green County Child Care Network. Delores will reach out to Olivia at GCDC to see if she has any work or ideas in this area.
    - c. The new employee, Maggie Johnson, will be starting in Finance on Monday July 31, 2023.
  7. Motion by Ari, seconded by Dave to adjourn. Motion carried on a voice vote.