

COMPENSATION PLAN MARKET STUDY STEERING COMMITTEE
Thursday, February 16, 2017, 3:00 p.m., Courthouse Room 207C
1313 Belknap Street, Superior, Wisconsin

Present: Judy Aspling, Charlie Glazman, Jon Harris, Tiffany Jenner, Tracy Middleton, Jim Paine, Cindy Peterson, Sue Sandvick. **Absent:** Marvin Finendale, Danielle Miller. **Others present:** Andy Lisak, Mark Liebaert, Aaron Fregard.

WELCOME AND INTRODUCTIONS: Lisak welcomed all.

INFORMATIONAL ITEMS:

Role of Committee and Review of Current Compensation Plan – This committee has been asked by the Administration Committee to make recommendations in regard to the county’s compensation plan. Lisak reviewed committee topics that were discussed in 2013. Since the original plan was implemented, there have been changes in the labor market and inflation (wage and information sheets were given to all members). Three adjustments have been made to the compensation plan: 2% increase on 7/1/15; 1% increase on 1/1/16; and 1% increase on 1/1/17. When the compensation plan was created, the expectation was to look at the market data and adjust the plan based on changes.

ACTION ITEMS:

Recommendation to Administration Committee:

Salary/Wage Update Process Options -- Lisak outlined options for current compensation plan: (1) Plan remains status quo, with minor adjustments (percentage increases) made as needed; (2) Market study of compensation plan, hiring a company to do the analysis; and (3) A complete overhaul of the plan, with creation of new JDQ’s (company would be hired for this also; RFP’s would be required).

ACTION: Committee recommended option (2). Committee was tied on whether Carlson-Dettman (company which developed original compensation plan) should perform the study; no recommendation given on this point.

Comparables -- Lisak reviewed the comparables (other government entities) used for development of the original plan.

ACTION: Committee agreed to use the previous comparables, with the addition of Carlton County, State of Wisconsin, and State of Minnesota.

Relationship to Market – Should the plan reflect wages below, at, or above the market.

ACTION: No recommendation was given by committee.

Set Next Meeting Date – No date established; committee may not need to meet again.

ADJOURNMENT:

Meeting adjourned at 4:20 p.m.

Submitted by,

Aaron Fregard
Administrative Assistant