

## **EMPLOYEE SALARY AND BENEFITS ADVISORY SUBCOMMITTEE**

**May 25, 2023**

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

### **Members Present**

Delores Merrick  
Andrea Sweeney  
Dan Williams  
Kristi Leonard  
Dave Tschudy

### **Others Present**

Chris Narveson  
Sandra Baertschi  
Sheriff Jeff Skatrud

### **Members Absent**

Arianna Voegeli

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1. The meeting was called to order by the Chair Delores Merrick at 8:15 am.
2. Motion by Dan, seconded by Andrea to approve the minutes of the May 4, 2023 meeting. Motion carried on a voice vote.
3. Sheriff Skatrud presented information regarding loss of Patrol and Jail staff to surrounding areas, such as Dane County and Monroe City and to the private sector due to Green County having a significantly lower pay. He also has 2 dispatch vacancies and likely a third soon. This is an issue as they have taken over Brodhead dispatch. He does have 4 new patrol officers in the field right now and they will be on their own in September. He said that retention is his top concern. He said another concern is that the county must also provide coverage during the hours of darkness for New Glarus, Albany and Brodhead; which adds 6-7,000 additional people to provide services for. He also stated that all female inmates have been returned from Iowa County, where we were paying \$60.00 per day per inmate. He presented pay increases that he would like to go into effect on July 9, 2023 and then followed by a 3% increase on January 1, 2024. It was discussed that law enforcement is not something we can do without. Dan moved that it is recommended that the committee approve Jeff's proposal and that it be taken back to his committee for final numbers and then presented to the Personnel Committee for approval in June. Kristi seconded the motion. Motion carried on a voice vote.
4. Delores provided the 2 proposals from Carlson Dettmann to committee members prior to the meeting. Based on the costs, it was decided to get proposals from other firms such as McGrath and Wipfli. Delores will work on getting this information.
5. Discussion continued on a single county-wide pay scale. This was placed on hold as it would be included in a compensation and benefit survey if one is done.
6. It was discussed that this policy would encompass more than winter weather. It also needs to consider such questions as: if or how employees would be paid if offices are closed and if offices are closed should employees be allowed to telecommute,

should they be required to telecommute? If we say employees can't come to work, does the county need to pay them?

7. Andrea announced that Jill will be retiring July 14, 2023, and they will be having cake. She is proposing changing the position from a Fiscal Clerk to an Accountant with AP and purchasing responsibilities.

Andrea also discussed that the first student from the SOAR program that was hired by Green County will be graduating and felt it would be good to recognize this in the Employee Newsletter so that perhaps other departments are made aware of the program.

Dan asked if there was any discussion regarding changing our current Health Insurance as he is starting to work on his budget. There is not at this time. There was discussion around the idea of incentivizing employees who have access to a spouse's insurance to choose that insurance instead of Green County's insurance. Sending employees a survey to determine interest was discussed.

8. Motion by Kristi, seconded by Dave to adjourn. Motion carried on a voice vote.