

**Meeting Minutes of
Lincoln County Personnel Committee
Monday, April 4, 2016 8:00 a.m.
Lincoln County Service Center – Room 248**

MEMBERS PRESENT: Curtis Powell, Patsy Woller, Julie Allen, Greta Rusch

MEMBERS NOT PRESENT: Bob Lussow

VISITORS: Randy Scholz, Renee Krueger, Nancy Bergstrom, Carl Vander Sanden and Bob Lee

1. **Call Meeting to Order:** Chair Powell called the meeting to order at 8:00 a.m.
2. **Approve Minutes of Previous Meeting(s):** Motion by Woller, Second by Rusch to approve the minutes from the previous meeting on March 7, 2016. All ayes.
3. **Request to fill authorized position(s)**
 - a. Social Services Department – Staff Aids. Social Services Director Krueger explained the reasons for the open position. Motion by Woller to proceed with hiring, second by Rusch. All ayes.
 - b. Highway Department – Patrol Superintendent. Administrative Coordinator Scholz requested the position to be filled. Motion by Woller to proceed with hiring, Second by Rusch. All ayes.
4. **Request from Highway Committee for additional compensation for employees covering responsibilities of the Patrol Superintendent and Highway Commissioner:** Administrative Coordinator Scholz outlined to the committee why he is recommending the committee not approve the additional compensation. 1. The county currently does not have a policy covering these situations. 2. He is not able to come up with a policy to cover these situations that is fair, impartial, objected and a uniformed policy. 3. There is no way to know who should be paid and how much. Where do we start and stop paying employees. 4. When employees come to him in the future and say they are doing more, how can he say no, it was okay for me to get paid more but you do not deserve additional compensation. Supervisor Vander Sanden (Highway Committee Chair) spoke on behalf of the Highway committee and explained the reason why the committee felt it was justified. The committee had a long discussion and felt there was no way to implement a policy that would work. The committee did express their gratitude for all the hours and hard work these employees and all the employees put in for the County. Motions by Powell, second by Rusch, to not allow additional compensation, with appreciation from the committee for all the hours and hard work. All ayes.
5. **Review/Select Proposal – Compensation Study:** Administrative Coordinator Scholz went through the proposals. Motion by Powell, second by Woller to accept the proposal from Carlson Dettmann Consulting. All ayes.
6. **Administrative Coordinator’s report:** The report was placed on file.
7. **Set Next Meeting Dates:** Call of the Chair
8. **Adjourn:** Motion by Allen, Second by Woller to adjourn at 9:47 a.m. All ayes.

Minutes prepared by Randy Scholz