



Kewaunee County
EXECUTIVE COMMITTEE MEETING

MINUTES

January 4, 2020 6:00 p.m., County Board Room
County Administration Building 810 Lincoln Street, Kewaunee

Call to Order: Meeting was called to order at 6:00 p.m.

Roll Call: Members Present – Dan Olson, Gary Paape, Chuck Wagner, Virginia Haske, John Mastalir, Scott Jahnke, Tom Romdenne, Aaron Augustian. Members Excused – Kim Kroll. Others Present – Matt Joski, Jeff Wisnicky, Scott Feldt, Kevin Donlon.

Approve January 4, 2020 Agenda: Wagner moved and Augustian seconded to approve the agenda. Motion carried.

Approve December 7, 2020 Meeting Minutes: Jahnke moved and Wagner seconded to approve the December 7, 2020 minutes. Motion carried.

Public Comment: None.

Administrator's Report

Personnel Report: Feldt reviewed the report with the Committee. He also informed the committee of two upcoming retirements/resignations in the Highway Department. The Department has requested that an eligibility list be created to assist in the filling of the positions.

Help Desk Specialist Compensation: Feldt explained the methodology to the committee regarding the establishment of the wage for the Help Desk Specialist. Discussion followed with Mastalir indicating that the County should be looking at Brown, Door and Manitowoc County wages exclusively when determining Kewaunee County wages. Romdenne provided a different methodology using fewer counties that presented. Haske stated that the wage presented is not too high when compared to the market and other counties. Jahnke asked whether the health and retirement benefits are different. Feldt responded that the retirement benefit is the same as all county government employees are part of the state retirement system. Health benefits are similar as counties provide health insurance to all full-time employees, though the specific health plans may have differences. Wagner suggested that the committee set the wage now and adjust it when the plan has been reviewed if another change is needed. Mastalir moved and Haske seconded to set the step 1 wage rate at \$22.33. Motion failed 4-4 with Wagner, Haske, Augustian and Mastalir voting aye and Jahnke, Romdenne, Paape, and Olson voting nay.

Discussion – Issues for 2021: Feldt presented to the committee some issues for the committee to consider in 2021. Issue #1 is the review of the county pay plan. The county board had passed a motion directing that the pay plan be reviewed in 2021. Chair Olson indicated that a group will be established to conduct the review. Issue #2 is negotiation of the union contract. Feldt indicated that the current contract will expire December 31, 2021. Feldt and Wisnicky explained the history and process. Negotiations will likely take place in the summer. A subcommittee is formed with county board supervisors and Sheriff command staff, the County Administrator and Corporation Counsel. Issue #3 is space planning. Feldt indicated that with new capital projects in the near future and the



transitioned to remote work, the county could explore the possibility of examining the current use of space. Should the county look at office space is configured and whether changes could be useful. Issue #4 is strategic planning. Feldt explained that strategic planning is an issue he has suggested before to assist the county in identifying long-term goals. Feldt stated that issues one and two will take place in 2021, but that the committee is not obligated to take up any other of the listed issues, and if they choose, could take up a different issue.

Chairman's Report: The Chair reported that he will be creating a subgroup to review the county pay plan and recommend any changes. The group will consist of Gary Paape, Tom Romdenne, Jeff Vollenweider, Doak Baker and Robert Weidner. The Committee will have its work completed by the April meeting.

Next Meeting: February 1, 2021 at 6:00 p.m.

Adjournment: Wagner moved and Romdenne seconded to adjourn. Motion carried. Meeting adjourned at 6:36 p.m.