NOTICE OF MEETING

HUMAN RESOURCES COMMITTEE

April 28, 2015 - 5:15 PM

Administration Building
508 New York Avenue
Sheboygan, WI 53081

Conference Room 302

Agenda

Call to Order
Certification of Compliance with Open Meeting Law
Correspondence and Other Issues
County Administrator Adam Payne

Consideration of Ordinance # ___ regarding: Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2015 and Amending Merit Pay Ordinance

Consideration of Ordinance # ___ regarding: Amending Chapter 47 – Sheboygan County Compensation System

Approval of Minutes

Human Resources Committee - Regular Meeting - Apr 22, 2015 5:00 PM

Approval of Attendance a Other Meetings or Functions
Adjourn

Prepared by:
Penny Elsner, Ext. 6481
Recording Secretary

Fran Damp
Committee Chairperson

NOTE: The Committee welcomes all visitors to listen and observe, but only Committee members and those invited to speak will be permitted to speak.

A majority of the members of the County Board of Supervisors or of any of its committees may be present at this meeting to listen, observe and participate. If a majority of any such body is present, their presence constitutes a "meeting" under the Open Meeting Law as interpreted in *State ex rel. Badke v. Greendale Village Board*, 173 Wis. 2d 553 (1993), even though the visiting body will take no action at this meeting.

Wis. Stat. § 19.84 requires that each meeting of a governmental body be preceded by a public notice setting forth the time, date, place, and subject matter of the meeting. This Notice and Agenda is made in fulfillment of this obligation. Electronic versions of this Notice and Agenda may hyperlink to documents being circulated to members in anticipation of the meeting and are accessible to the public for viewing. Additions, subtractions, or modifications of the hyperlinked materials do not constitute an amendment to the meeting agenda unless expressly set forth in an Amended Notice and Agenda. Members of the public are encouraged to check from time to time before the meeting to see whether the hyperlinked content has been changed from what was originally posted.

Persons with disabilities needing assistance to attend or participate are asked to notify Penny Elsner , 920-459-6481 prior to the meeting so that accommodations may be arranged.

SHEBOYGAN COUNTY ORDINANCE NO. _____ (2015/16)

Re: **Increasing Compensation and Pay Ranges for Non-bargaining Unit Personnel for 2015 and Amending Merit Pay Ordinance**

WHEREAS, pursuant to Sections 2.12(5) and 47.03(8) of the County Code of Ordinances as currently in effect, it is the responsibility of the Human Resources Committee to recommend to the County Board adjustments in compensation for non-elected non-bargaining unit employees, and

WHEREAS, Sections 47.01(2) and 47.03(8) of the County Code of Ordinances direct that pay ranges be updated periodically including by means of across-the-board revisions to provide an appropriate salary structure which will permit the County to recruit and retain competent employees, to provide appropriate pay incentives for satisfactory and meritorious job performance, to promote internal equity and consistency within and among County Departments and to provide an effective means of controlling salary expenditures, and

WHEREAS, the Wisconsin Employment Relations Commission issued its Consumer Price Index – Urban cost of living calculations for the maximum base salary increases for collective bargaining agreements commencing January 1, 2015, in the amount of 1.57%, and

WHEREAS, the 2015 Budget as adopted by the County Board included funding which would accommodate a 1.57% across-the-board increase, together with applicable step and merit pay modifications, and

WHEREAS, after study of relevant factors, including cost of living increases and labor market conditions, it is the recommendation of the Human Resources Committee that a one and fifty-seven hundredths percent (1.57%) across-the-board pay increase be granted for calendar year 2015 effective retroactively to January 1, 2015;

NOW, THEREFORE, the County Board of Supervisors of the County of Sheboygan does ordain as follows:

Section 1. **Amending Salary Schedule for 2015**. The salary schedule provisions of Section 47.03 of the County Code of Ordinances are hereby rescinded and re-created effective January 1, 2015, to read as follows:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Third Quartile	Maximum
20	$102,030	$105,573	$109,117	$111,480	$113,844	$116,205	$118,569	$126,839	$135,106
19	$94,940	$98,235	$101,532	$103,729	$105,927	$108,124	$110,323	$118,015	$125,708
18	$88,266	$91,331	$94,394	$96,438	$98,479	$100,523	$102,564	$109,713	$116,863
17	$82,215	$85,067	$87,920	$89,821	$91,724	$93,625	$95,528	$102,184	$108,840
16	$76,512	$79,165	$81,820	$83,589	$85,359	$87,127	$88,896	$95,090	$101,281
15	$71,202	$73,669	$76,138	$77,783	$79,429	$81,074	$82,722	$88,481	$94,241
14	$66,292	$68,588	$70,886	$72,418	$73,950	$75,482	$77,013	$82,373	$87,733
13	$61,953	$64,098	$66,245	$67,675	$69,106	$70,536	$71,966	$76,975	$81,983

Attachment: Ord - 2015 ATB increase (00083240) (2) (2850 : Ordinance No. - Increasing Compensation and Pay Ranges for Non-bargaining Unit)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Midpoint	Third Quartile	Maximum
12	$57,932	$59,938	$61,944	$63,283	$64,620	$65,955	$67,294	$71,975	$76,655
11	$54,169	$56,044	$57,917	$59,167	$60,417	$61,666	$62,918	$67,291	$71,663
10	$50,657	$52,410	$54,161	$55,329	$56,497	$57,664	$58,834	$62,922	$67,010
9	$47,592	$49,237	$50,880	$51,977	$53,073	$54,171	$55,267	$59,107	$62,943
8	$44,711	$46,256	$47,801	$48,831	$49,861	$50,890	$51,920	$55,523	$59,128
7	$39,790	$41,164	$42,537	$43,452	$44,368	$45,282	$46,197	$49,402	$52,606
6	$36,962	$38,236	$39,511	$40,359	$41,209	$42,058	$42,907	$45,881	$48,854
5	$34,333	$35,515	$36,697	$37,485	$38,274	$39,062	$39,850	$42,610	$45,369
4	$31,898	$32,995	$34,093	$34,824	$35,556	$36,289	$37,021	$39,581	$42,142
3	$29,708	$30,730	$31,751	$32,432	$33,113	$33,793	$34,474	$36,858	$39,241
2	$27,677	$28,628	$29,578	$30,210	$30,844	$31,479	$32,111	$34,330	$36,547
1	$25,759	$26,643	$27,525	$28,115	$28,704	$29,294	$29,883	$31,945	$34,006

Section 2. **Amending Merit Pay Ordinance**. Sections 47.03(6) through (8) are amended to read as follows (additions indicated by highlighting; deletions by strikeouts):

(6) No Step increase may be granted unless the employee has received a performance evaluation rating of at least 5.0. No merit may be granted that is higher than the percentage increase corresponding to the employee's performance evaluation rating as follows:

Rating	Merit Increase
7.0	~~1.00%~~0.50%
7.5	~~1.25%~~0.75%
8.0	~~1.50%~~1.00%
8.5	~~1.75%~~1.25%
9.0	~~2.00%~~1.50%

(7) In the event that a salary adjustment other than the changes otherwise provided for in this Chapter is necessary because of internal or equitable comparables, market conditions, salary compression, or other unusual circumstances, the Department Head involved and the Human Resources Director shall make recommendations to the County Administrator, who shall make such recommendation as he or she may deem appropriate to the Human Resources Committee which shall further evaluate and review the matter and make a recommendation to the County Board for approval.

(8) The County Board may make changes to the salary schedule from time to time as the Board may determine. If the salary schedule is revised across-the-board by a percentage or by a dollar amount, all current employees subject to this Chapter as of the effective

Attachment: Ord - 2015 ATB increase (00083240) (2) (2850 : Ordinance No. - Increasing Compensation and Pay Ranges for Non-bargaining Unit)

date of such change will receive a corresponding adjustment in salary provided they have received a performance evaluation rating of at least 5.0.

Section 3. **Effective Date**. The herein Ordinance shall take effect upon enactment, but the salary adjustments provided for herein shall be retroactive to January 1, 2015. For those non-elected, non-bargaining employees formerly represented by the Sheboygan County Sheriff's Supervisors Association, WPPA-LEER (whether "sworn" or non-sworn"), who have not yet been placed in the classification system set forth at Section 47.02 of the County Code, together with any similar County employees formerly represented by a collective bargaining unit or whose positions have not yet been added to the grade grid, the salary increase shall be based on their previously-established wages and the step increase of Sections 47.03(6) through (8) shall be applied retroactive to January 1, 2015, to any grade grid formerly in place for those employees as part of a former collective bargaining unit agreement, but the merit pay provisions shall not be applicable to them.

Respectfully submitted this 19th day of May, 2015.

HUMAN RESOURCES COMMITTEE

Fran Damp, Chairperson	Keith Abler, Vice-Chairperson
Edward J. Procek, Secretary	
	Greg Weggeman

Opposed to Introduction:

Countersigned by:

Roger L. Te Stroete, Chairperson

Attachment: Ord - 2015 ATB increase (00083240) (2) (2850 : Ordinance No. - Increasing Compensation and Pay Ranges for Non-bargaining Unit)

SHEBOYGAN COUNTY ORDINANCE NO. _____ (2015/16)

Re: **Amending Chapter 47 – Sheboygan County Compensation System**

WHEREAS, as a result of the enactment of Act 10 and in conjunction with Sheboygan County's desire to align former labor agreement positions with non-bargaining positions, the current County compensation system requires change, and

WHEREAS, the Human Resources Committee engaged the Arthur J. Gallagher and Co., to undertake a compensation study for the County in 2014, and

WHEREAS, the Human Resources Committee has reviewed the study results and believes that it is in the best interests of Sheboygan County to implement the compensation system proposed by the study;

NOW, THEREFORE, the County Board of Supervisors of the County of Sheboygan does ordain as follows:

Section 1. **Amending Chapter 47**. Chapter 47 of the Sheboygan County Code of Ordinances is hereby amended as follows:

47.01 PURPOSE AND SCOPE.

(1) This Chapter governs only the compensation of Sheboygan County employees who are not members of recognized bargaining units, excluding County Board Supervisors and other Board members who are compensated under Chapter 1.14 of this Code of Ordinances.

(2) The objectives of the compensation program are to provide an appropriate salary structure which will permit the County to competitively recruit and retain competent employees, to provide appropriate pay incentives for satisfactory and meritorious job performance, to promote internal equity and consistency within and among County Departments, and to provide an effective means of controlling salary expenditures.

(3) This compensation program is administered by the Sheboygan County Human Resources Department under the oversight of the Human Resources Committee based on the Comprehensive Compensation Study prepared by the Arthur J. Gallagher and Company ("the Gallagher Study") pursuant to a contract with the Human Resources Committee in 2014. Said program may be modified from time to time by the Human Resources Committee.

47.02 CLASSIFICATION OF POSITIONS.

(1) Each position governed by this Chapter will be assigned a Decision Band™ Method (DBM) Rating by the Human Resources Committee based on the Gallagher study and as modified from time to time by the Human Resources Committee.

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(2) All employees holding the positions governed by this Chapter shall be placed into the DBM Rating assigned by the Gallagher Study and paid the amounts that they had been paid prior to the enactment of this compensation program. In the event that an employee had been paid less than the minimum amount for the assigned DBM Rating as set forth in Section 47.03 prior to the effective date of this Ordinance, such employee shall be paid at the minimum salary provided for in the assigned Rating. In the event that an employee has been paid more than the maximum amount for the assigned DBM Rating as set forth in Section 47.03, that employee shall continue to be paid at the same level, notwithstanding such payments being beyond the maximum.

(3) When a new position is created, the Human Resources Director shall recommend a proposed DBM Rating for the new position using the methodology set forth in the Gallagher Study as adopted by the Human Resources Committee, and the Human Resources Committee shall place the position as it determines most appropriate.

(4) The Human Resources Committee shall from time to time determine whether certain positions from among those governed by this Chapter are correctly rated. Using the methodology set forth in the Gallagher Study, the Committee shall consider: (a) any position for which the responsibilities and duties have significantly and permanently changed since the last time the position was studied; and (b) any position which the responsible Department Head or the Human Resources Director believes is wrongly rated. The study of such positions shall include opportunities for written comments by the employees holding those positions as well as the direct supervisors of those employees.

47.03 SALARIES.

(1) The salary schedule for positions governed by this Chapter is as follows:

DBM Rating	Minimum	Midpoint	Maximum
A11	$22,009	$26,410	$30,812
A12	$24,863	$29,835	$34,808
A13	$27,716	$33,260	$38,803
B21	$30,579	$36,695	$42,810
B22	$33,433	$40,119	$46,806
B23	$36,287	$43,544	$50,801
B31/B24	$39,860	$47,832	$55,804
B32/B25	$44,145	$52,974	$61,803
C41	$45,810	$57,263	$68,715

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C42	$48,550	$60,687	$72,825
C43	$51,290	$64,112	$76,935
C51/C44	$54,720	$68,401	$82,081
C52/C45	$58,834	$73,543	$88,251
D61	$62,265	$77,831	$93,397
D62	$65,005	$81,256	$97,507
D63	$67,744	$84,680	$101,616
D71/D64	$71,175	$88,969	$106,763
D72/D65	$75,289	$94,111	$112,933
E81	$75,692	$98,399	$121,107
E82	$78,326	$101,824	$125,322
E83	$80,960	$105,249	$129,537
E91	$84,259	$109,537	$134,815
E92	$88,215	$114,679	$141,144
F101	$91,514	$118,968	$146,422

Unless otherwise approved by the County Board, the Human Resources Department shall annually adjust the salary schedule and maintain the same. The annual adjustments shall be made effective January 1 of each year and shall be based on the applicable Consumer Price Index-U for the month of January of the preceding year as determined by the Wisconsin Department of Revenue and posted by the Wisconsin Employment Relations Commission pursuant to Wis. Stat. §§ 111.70(1)(cm) and 66.0506.

(2) Positions shall be classified by the Human Resources Department as either salaried (exempt) or hourly (non-exempt). The pay for part-time hourly positions shall be an hourly rate calculated by dividing the appropriate pay level on the salary schedule by 2080. The pay for part-time salaried positions shall be a pro-rata portion of the appropriate pay level on the salary schedule, based on the ratio of the number of work hours expected annually to 2080, or such other methodology as may be required to maintain compliance with the Fair Labor Standards Act.

(3) A newly-hired employee should normally be paid at the minimum salary or wage for the position. A new employee may be paid higher in the range but not above the midpoint if approved by the County Administrator, or by the Department Head with the approval of the Human Resources Director. A new employee may be given a starting salary above the midpoint for the position only if approved by the County Administrator, or the Department Head with the approval of the Human Resources Director. An assignment above the midpoint shall be subject to the prior approval of the Human Resources Committee. Before offering a starting salary above the minimum, at least the following factors should be considered: (1) whether the new employee has substantial experience immediately

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usable in the new position; (2) whether market conditions demand a higher starting salary for the skills and qualifications needed; and (3) whether the higher starting salary will exacerbate or alleviate compression issues and whether it will promote internal equity and consistency.

(4) All employees subject to this Chapter shall receive a performance evaluation at the conclusion of an initial period of employment as determined by the Department Head and on each anniversary of the employee's tenure in that position. Each employee who has not yet reached the maximum of the salary range for that employee's position is eligible for a possible pay-for-performance merit increase at the completion of the employee's initial period in the position and again at each yearly anniversary of the employee's tenure in that position. Pay-for-performance merit increases shall not be effective unless the performance evaluation has been reviewed and approved by the Human Resources Director.

(5) No pay-for-performance merit increase may be granted unless the employee has received a performance evaluation rating of at least 5.0. The following ratings shall be used in determining the amount of the employee's pay-for-performance merit increase:

Rating	Pay-for-Performance Merit Increase
5.0	1.00%
5.5	1.25%
6.0	1.50%
6.5	1.75%
7.0	2.00%
7.5	2.25%
8.0	2.50%
8.5	2.75%
9.0	3.00%
9.5	3.25%
10.0	3.50%

Notwithstanding the foregoing, the maximum pay-for-performance merit increase shall be the amount that would put the employee at the maximum in the salary schedule for that employee's position.

(6) Failure of an employee to obtain a performance evaluation rating resulting in pay-for-performance merit increases equal to or greater than the annual adjustments to the salary schedule provided under Section 47.03(1) of this Chapter may result in an employee earning less than the minimum salary for that employee's DBM Rating. The Human Resources Director shall identify and target any such employee for enhancement programming to improve that employee's performance.

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(7) Newly-hired employees hired at the minimum wage or salary for their position may earn less than the minimum if the annual adjustment to the salary schedule as provided under Section 47.03(1) of this Chapter is made before their initial or anniversary performance evaluation.

(8) In the event that a salary adjustment other than the changes otherwise provided for in this Chapter is necessary because of internal or equitable comparables, market conditions, salary compression, or other unusual circumstances, the Department Head involved and the Human Resources Director shall obtain approval of the salary adjustment from the Department's Liaison Committee and shall then submit such recommendation to the Human Resources Committee which shall further evaluate and approve any warranted adjustment.

(9) Pay for limited-term employees will be as determined by the Department Head after consultation with the Human Resources Director and does not need to conform to the salary schedule. Limited-term employees are not eligible for pay-for-performance merit increases.

47.04 TRANSFERS, PROMOTIONS, AND DEMOTIONS.

(1) Unless otherwise approved by the Human Resources Committee, an employee who moves from one position to another within the same DBM Rating will not receive an adjustment in pay and the employee's anniversary date and eligibility date for pay-for-performance merit increases will not change.

(2) An employee who moves to a DBM Rating with a higher salary range shall be subject to the same salary determination process as set forth for newly-hired employees in Section 47.03(3) of this Chapter.

(3) An employee who elects to take a new position in a lower DBM Rating on a voluntary basis shall receive an adjustment in salary to an appropriate point in the new position's DBM Rating as may be agreed upon between the Department Head and employee at the time the employee is offered the new position, subject to the prior approval requirements set forth in Section 47.03(3) if the anticipated salary exceeds the midpoint of the new DBM Rating.

(4) An employee who is reassigned due to inadequate performance, and who is offered and accepts a position in a lower DBM Rating shall receive a salary within the DBM Rating subject to same salary determination process as set forth for newly-hired employees in Section 47.03(3) of this Chapter.

(5) An employee who is temporarily assigned to an existing vacant position with a higher DBM Rating for a period which exceeds or is expected to exceed thirty (30) days may receive a temporary

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increase to the salary that would result from a permanent promotion to that position as provided by Subsection (2). The temporary increase will not take effect unless approved by the Human Resources Committee. At the end of the temporary assignment, the employee will return to his or her previous salary as adjusted by any increase that the employee would have been entitled to during the period of temporary assignment.

47.05 LONGEVITY PAY. Longevity pay was rolled into the base salary in the Gallagher Study for those employees who had previously received longevity pay. Employees shall not receive longevity pay.

47.06 SALARIES OF ELECTED OFFICIALS.

(1) Wis. Stat. § 59.22 requires the Board establish the compensation for County elected officials (other than Supervisors and Circuit Judges) before the earliest time for filing nomination papers (normally June 1 of the election year).

(2) That annual salaries of the elected officials have been set as follows:

	2015	2016	2017	2018
Clerk of Courts	$72,281	$72,281	$72,281	$72,281
County Clerk	$64,872	$64,872		
Register of Deeds	$63,416	$63,416		
Sheriff	$99,554	$99,554	$99,554	$99,554
Treasurer	$63,615	$63,615		

(3) Unless modified by the County Board using the procedure outlined in Subsection (5), after the conclusion of the terms for which the foregoing salaries have been set, the annual salaries of the elected officials shall be equal to their foregoing salaries plus an amount equal to the sum of the compounded percentage derived from the Consumer Price Index-U for each January in the preceding term as determined by the Wisconsin Department of Revenue and posted by the Wisconsin Employment Relations Commission pursuant to Wis. Stat. §§ 111.70(1)(cm) and 66.0506. In the event that the percentage for the most recent January is not available, the percentage from the most current month shall be used. These annual salaries shall not be modified during the term of office thereafter.

(4) The medical, dental, and other benefits granted to other non-bargaining unit employees as established by the Human Resources Committee shall be provided to the elected officials throughout the term of office thereafter on the same basis as is set forth in the County Policy and Procedure manual as of the earliest date for circulating nomination papers and shall not be modified during the term of office thereafter.

(5) The County Clerk and the Human Resources Director shall calculate the anticipated salaries and benefits of the elected officials based on

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Subsections (3) and (4), and shall report the anticipated salaried and benefits to the County Board to be included in the Agenda mailing to the County Board members prior to the regular Board meeting on the second Tuesday in April in even numbered calendar years. At the meeting on the second Tuesday in April in even numbered years, the County Board shall vote to approve the salaries and benefits as reported or to approve such other salaries and benefits as deemed appropriate.

(6) By the earliest date for the circulation of nomination papers for these elected offices, the County Clerk and the Human Resources Director shall prepare a list of what the salaries and benefits will be for these elected offices and shall make this list available to the public.

Section 2. **Effective Date**. This Ordinance shall take effect January 1, 2016.

Respectfully submitted this 19th day of May, 2015.

HUMAN RESOURCES COMMITTEE

Fran Damp, Chairperson	Keith Abler, Vice-Chairperson
Edward J. Procek, Secretary	
	Greg Weggeman

Opposed to Introduction:

Countersigned by:

Roger Te Stroete, Chairperson

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Attachment: Ord - Chapter 47 rewrite - Comp Study (00086600) (2851 : Ordinance No. - Amending Chapter 47 ? Sheboygan County

SHEBOYGAN COUNTY HUMAN RESOURES COMMITTEE MINUTES

Administration Building
508 New York Avenue
Sheboygan, WI 53081

Conference Room 302

April 22, 2015 **Called to Order: 5:00 PM** **Adjourned: 5:55 PM**

MEMBERS PRESENT: Chair Fran Damp, Vice Chair Keith Abler, Secretary Ed Procek, Member Greg Weggeman

MEMBERS ABSENT: Member Devin LeMahieu

OTHERS PRESENT: Human Resources Director Jean Gallimore, County Administrator Adam Payne, Inspector Jim Risseeuw, Captain Cory Roeseler, Senior Human Resources Generalist Julie Kinney

Chairperson Damp called the meeting to order at 5:00 PM, in Conference Room 302 of the Administration Building. Chairperson Damp confirmed the meeting was posted April 17, 2015 at 12:28 PM, in compliance with the open meeting law.

County Administrator Adam Payne provided a copy of Ordinance 12 which was originally recommended by the committee in January of 2015, and asked the committee to consider reintroducing the document to the County Board in May. This would allow for the original Ordinance 12 to be introduced at the same time as the amended Chapter 47. The committee discussed and will further consider at a future HR committee meeting.

Inspector Jim Risseeuw met with the committee requesting approval for a pre-vacancy hire. The department has an employee retiring in early June and has an experienced candidate that they wish to make an offer to with a potential start date of May 11, 2015. A motion to approve the pre-vacancy hire was made by Supervisor Weggeman. Supervisor Abler seconded the motion. Motion carried unanimously.

Inspector Jim Risseeuw requested consideration for an exception to Policy 302, Donation of Benefit Time, for a current employee who has not been employed a full year as required by the policy. After discussion Supervisor Greg Weggeman made a motion to approve the exception. Supervisor Abler seconded the motion. Motion carried with Supervisor Damp voting “NAY”. Per request of Human Resources Director Jean Gallimore, the committee agreed they will consider a revision of the current policy in the near future.

Inspector Jim Risseeuw shared his appreciation to the committee for a prior approval for hiring lateral transfers and further shared how this has proven to be a positive influence with recruitment, reduced training costs and overtime, and department efficiencies.

Human Resources Director Jean Gallimore recommended the appointment of Kim Pagel, Health & Human Services Office Supervisor, to the Affirmative Action Committee. A motion to approve the committee appointment was made by Supervisor Abler. Supervisor Procek seconded the motion. Motion carried unanimously.

A motion to go into closed session pursuant to Wis. Stat. §19.85(1)(c), for consideration of performance evaluation data for Airport Technician I, Assistant to the County Administrator, Case Management Supervisor, Community Support Specialist, Correctional Officers, Director of Nursing, Office Manager, Psychotherapist, Social Workers, and TASC Supervisor was made by Supervisor Abler. Supervisor Procek seconded the motion. Upon call of the role, all supervisors voted "AYE." Motion carried unanimously.

A motion to go into open session was made by Supervisor Weggeman. Supervisor Procek seconded the motion. Upon call of the roll, all supervisors voted "AYE". Motion carried unanimously.

A motion was made by Supervisor Abler granting approval of evaluations, step and merit increases as presented by Supervisor Abler. Supervisor Weggeman seconded the motion. Motion carried unanimously.

Amendments to the March 25, 2015 minutes were presented as follows:

> The committee approved attendance at the March 18, 2015 Finance Committee meeting for Supervisors Abler, Damp and Procek.
>
> The fitness benefit program is for current regular employees who are eligible to participate in the Sheboygan County health insurance plan.

A motion to approve minutes, with amendments as presented, for the March 25, 2015 meeting was made by Supervisor Abler. Supervisor Weggeman seconded the motion. Motion carried unanimously.

A motion to approve vouchers as presented was made by Supervisor Procek. Supervisor Abler seconded the motion. Motion carried unanimously.

A motion to adjourn was made by Supervisor Weggeman. Supervisor Abler seconded the motion. Motion carried unanimously, with adjournment at 5:55 PM.

Julie Kinney	Ed Procek
Recording Secretary	Acting Secretary