



GREEN LAKE COUNTY
571 County Road A, Green Lake, WI 54941

Original Post Date: 05/07/2021

Amended* Post Date:

The following documents are included in the packet for the Personnel Committee on May 13, 2021:

- 1) Agenda
- 2) Minutes from April 8, 2021
- 3) Resolution Establishing 2022 Annual Budgeted Allocation for Pay for Performance



**GREEN LAKE COUNTY
OFFICE OF THE COUNTY CLERK**

*Elizabeth Otto
County Clerk*

*Office: 920-294-4005
FAX: 920-294-4009*

Personnel Committee Meeting Notice

***Date: Thursday, May 13, 2021 Time: 3:30 PM
Green Lake County Government Center, County Board Room
571 County Rd A, Green Lake WI***

AGENDA

**Committee
Members**

*Robert
Schweder,
Chair
Sue Wendt,
Vice-Chair
Charlie
Wielgosh
Ken Bates
Curt Talma*

*Elizabeth
Otto,
Secretary*

1. Call to Order
2. Certification of Open Meeting Law
3. Pledge of Allegiance
4. Minutes: 04/08/21
5. Resolutions
 - Establishing 2022 Annual Budgeted Allocation for Pay for Performance
6. Committee Discussion
 - Future Meeting Dates: June 9, 2021 @ 3:30 PM
 - Future Agenda items for action & discussion
7. Adjourn

Due to the COVID-19 pandemic, this meeting will be conducted and available through in person attendance (6 ft. social distancing and face masks required) or audio/visual communication. Remote access can be obtained through the following link:

Topic: Personnel Committee
Time: May 13, 2021 03:30 PM Central Time (US and Canada)

Join Zoom Meeting

<https://zoom.us/j/93687454436?pwd=d2tMRndyVnVGVnFrUEJDOW1wTEcxUT09>

Meeting ID: 936 8745 4436
Passcode: 147842

Dial by your location

- +1 312 626 6799 US (Chicago)
- +1 929 436 2866 US (New York)
- +1 301 715 8592 US (Washington DC)

Kindly arrange to be present, if unable to do so, please notify our office. Sincerely, Elizabeth Otto

RESOLUTION NUMBER -2021

Establishing 2022 Annual Budgeted Allocation for Pay for Performance

The County Board of Supervisors of Green Lake County, Green Lake, Wisconsin, duly assembled at its regular meeting begun on the 15th day of June 2021, does resolve as follows:

- 1 **WHEREAS**, Green Lake County strives to provide maximum service to its residents
 - 2 while minimizing the financial impact of county taxes on taxpayers, and
 - 3 **WHEREAS**, Green Lake County continues to operate under State imposed budgetary
 - 4 constraints while providing mandated services, and
 - 5 **WHEREAS**, Green Lake County has now established a policy and practice of
 - 6 compensating employees based on a competitive market salary rate, the quality of their
 - 7 performance, and future non-union wage adjustments shall be based on the merits of
 - 8 employee performance, and
 - 9 **WHEREAS**, the County Administrator is developing the 2022 Proposed Annual Budget
 - 10 for review and adoption by the Green Lake County Board in November 2021, and wage
 - 11 costs must be incorporated into the budget as proposed and adopted.
- 12 Majority vote is needed to pass.

Roll Call on Resolution No. -2021

Submitted by Personnel Committee:

Ayes , Nays , Absent , Abstain

Passed and Adopted/Rejected this 15th day of June, 2021.

Robert Schweder

Charlie Wielgosh

County Board Chairman

Ken Bates

ATTEST: County Clerk
Approve as to Form:

Curt Talma

Corporation Counsel

Sue Wendt

13 **NOW THEREFORE BE IT RESOLVED** by the Green Lake County Board of
14 Supervisors that for staff hired prior to July 1, 2021, each 2022 departmental budget
15 shall include an amount equal to +/- 2.00% of gross wages to be allocated accordingly
16 to staff based on the merits of employee performance as established during their
17 individual annual performance review, and

18 **BE IT FURTHER RESOLVED** that any performance based wage increases will be
19 effective January 1, 2022, with back pay distributed no later than the second payroll of
20 April 2022 following finalization of the annual performance evaluation process with the
21 funds being awarded strictly on the merits of each individual employee's performance,
22 and

23 **BE IT FURTHER RESOLVED** that any departmental funds budgeted for these merit-
24 based wage adjustments remaining after the annual performance review process has
25 been completed shall be applied by the Financial Manger to any department merit pay
26 line shortages and then transferred to the Non-Lapsing Retirement/Salary/Fringe Pool
27 (Acct# 21-101-23-51820-999) to be available to cover budget variations that occur due
28 to internal position postings, new position hires, retirements, merit pay variations, etc.
29 that are unknown variables that impact budgeted salary/fringe benefits for the year, and

30 **BE IT FURTHER RESOLVED** that the purpose statement and fiscal note is a directive
31 of the Green Lake County Board.

32 **FISCAL NOTE:** For 2022 the levied general pay increase based on employee
33 performance shall not exceed **\$222,000.00**. Budgeted proceeds not allocated as a merit
34 increase shall be transferred to the Non-Lapsing Retirement/Salary/Fringe Pool (Acct#
35 22-101-23-51820-999) to cover budget variations that occur due to internal position
36 postings, new position hires, retirements, merit pay variations, etc. that are unknown
37 variables that impact budgeted salary/fringe benefits for the year.