



GREEN LAKE COUNTY

571 County Road A, Green Lake, WI 54941

Original Post Date: 06/16/2022

Amended* Post Date:

The following documents are included in the packet for the Finance Packet on June 21, 2022:

- 1) Agenda
- 2) Establishing 2023 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

Special Finance Committee
Meeting Notice

Date: June 21, 2022 Time: 5:00 PM
The Green Lake County Government Center, County Board Room
571 County Road A, Green Lake WI

AGENDA

**Committee
Members**

Harley Reabe, Chair
Luke Dretske
Donald Lenz
Dennis Mulder
Brian Floeter, Vice Chair

Elizabeth Otto, Secretary

Virtual attendance at meetings is optional. If technical difficulties arise, there may be instances when remote access may be compromised. If there is a quorum attending in person, the meeting will proceed as scheduled.

1. Call to Order
2. Certification of Open Meeting Law
3. Pledge of Allegiance
4. Resolutions
 - Establishing 2023 Annual Budgeted Allocation for Pay for Performance
5. Committee Discussion
 - Future Meeting Dates: Regular Meeting 06/22/2022
 - Future Agenda items for action & discussion
6. Adjourn

This meeting will be conducted through in person attendance or audio/visual communication. Remote access can be obtained through the following link:

Topic: Special Finance Meeting
Time: Jun 21, 2022 05:00 PM Central Time (US and Canada)

Join Zoom Meeting
<https://us06web.zoom.us/j/84037957806?pwd=MzBicEZCQWwrdlR3YStKak0xVlpZdz09>

Meeting ID: 840 3795 7806
Passcode: 513742

Dial by your location
+1 301 715 8592 US (Washington DC)
+1 312 626 6799 US (Chicago)

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

Please note: Meeting area is accessible to the physically disabled. Anyone planning to attend who needs visual or audio assistance, should contact the County Clerk's Office, 294-4005, not later than 3 days before date of the meeting.

RESOLUTION NUMBER 16-2022

Establishing 2023 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 21st day of June 2022, 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 are based on the merits of
8 employee performance, and
9 **WHEREAS**, the County Administrator is developing the 2023 Proposed Annual Budget
10 for review and adoption by the Green Lake County Board in November 2022, and wage
11 costs must be incorporated into the proposed budget.
- 12 Majority vote is needed to pass.

Roll Call on Resolution No. 16-2022

Submitted by Personnel Committee:

Ayes , Nays , Absent , Abstain

Passed and Adopted/Rejected this 21st
day of June 2022.

Robert Schweder

Sue Wendt

/s/ David Abendroth

Dave Abendroth

County Board Chairman

Luke Dretske

ATTEST: County Clerk
Approve as to Form:

/s/ Nita Krenz

Nita Krenz

Corporation Counsel

NOW THEREFORE BE IT RESOLVED by the Green Lake County Board of Supervisors that for staff hired prior to July 1, 2022, each 2023 departmental budget shall include an amount equal to +/- 3.00% of gross wages to be allocated accordingly to staff based on the merits of employee performance as established during their individual annual performance review, and

BE IT FURTHER RESOLVED that any performance based wage increases will be effective January 1, 2023, with back pay distributed no later than the first payroll of May 2023 following finalization of the annual performance evaluation process with the funds being awarded strictly on the merits of each individual employee's performance, and

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

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

FISCAL NOTE: For 2023 the levied general pay increase based on employee performance shall not exceed **\$300,000.00**. Budgeted proceeds not allocated as a merit increase shall be transferred to the Non-Lapsing Retirement/Salary/Fringe Pool (Acct# 22-101-23-51820-999) to cover budget variations that occur due to internal position postings, new position hires, retirements, merit pay variations, etc. that are unknown variables that impact budgeted salary/fringe benefits for the year.

The county adjusts its wage scale annually on each July 1st using the January WERC rate, since the WERC rate is the maximum increase allowed by statute for union bargaining. The 2022 WERC chart is shown below to show the trend of inflation for the current year.

Consumer Price Index Calculation Chart (updated last on 04-12-22)

The Wisconsin Department of Revenue (DOR) has advised the Wisconsin Employment Relations Commission (WERC) that the CPI-U increase applicable to one-year collective bargaining agreements with a term beginning on the following dates is as noted in the corresponding column in the chart below.

Beginning date of one-year collective bargaining agreement	Applicable CPI-U as determined by WI Department of Revenue
October 1, 2022	6.22%
September 1, 2022	5.72%
August 1, 2022	5.21%
July 1, 2022	4.70%
June 1, 2022	4.23%
May 1, 2022	3.76%
April 1, 2022	3.33%
March 1, 2022	3.00%
February 1, 2022	2.67%
January 1, 2022	2.30%