

LINCOLN COUNTY ADMINISTRATIVE & LEGISLATIVE COMMITTEE

Wednesday, May 6, 2026 - 4:30 PM

MINUTES

1. Call to Order

The Meeting was called to order by Chair Friske at 4:30pm.

Supervisors Present: Don Friske, Jesse Boyd, Julie DePasse, Margurite Lyskawa, Randy Detert, Angela Cummings, Greg Hartwig

Department Heads Present: Matt Pultz, Travis Spoehr, Karry Johnson, Renee Krueger

2. Pledge of Allegiance

3. *Committee Officer Elections*****

a. Election of Vice-Chair

Clarification regarding the new Board Rules confirming that the Vice-Chair of the committee was required to be elected, not a direct appointment. DePasse nominated Boyd for the Vice-Chair. There were no other nominations. A motion by DePasse to accept the nomination by unanimous ballot; no objections. Boyd is the Vice-Chair of the Committee.

b. Election of Secretary

Clarification regarding the new Board Rules confirming that the Secretary of the committee was required to be elected, that the duties have changed but not the role. Hartwig nominated Cummings for Secretary. There were no other nominations. A motion by Hartwig to accept the nomination by unanimous ballot; no objections. Cummings is the Secretary of the Committee.

4. Approval of the Minutes

a. Approve Minutes From 04.01.26:

M/S Cummings/Boyd to approve the minutes. Cummings noted that item 2a did not indicate that the motion was carried. No objections to the amendment. Motion to approve the minutes with the changes carried on voice vote.

5. Guest Presentation

a. Discussion and Possible Action Regarding Preliminary Results of Compensation Study

Shanon Swaney from Cottingham and Butler provided an overview of the preliminary results of the compensation system. The PowerPoint can be found under "other" in the meeting website portal. The work to Define the Target Market has been completed, and 77 positions have been assessed for benchmark positions. Next steps are for A&L to determine the market placement and the design structure. The committee requested additional information to understand how Lincoln County Benefits compare to other comparable as well as having costing examples provided ahead of time to review for the next A&L meeting. M/S Boyd/DePasse to layover until next month. Motion carried on voice vote.

6. Consent Agenda

a. Year To Date Financials

No concerns to date about the budget. Clarification was requested from Spoehr regarding the IT hardware/professional services budget line. Spoehr noted that this was the item he spoke of the previous

month that would result in a budget modification at the end of the year but will not increase tax levy. Financials placed on file.

b. Expense Reimbursement(s) Approval

M/S Boyd/DePasse to approve the Administrative Coordinator's timesheet. Motion carried on voice vote.

c. Activity Reports (written) & Discussion as needed

Departments answered any questions by the committee regarding their reports.

7. Discussion & Action

a. Review and Approve Admin 2027 Budget

Krueger provided an updated budget and clarified that the original budget had the wrong calculation for wage increases and was changed from 6.5% to 4% accordingly. Krueger explained the changes from the 2026 budget, including eliminating the \$70,000 that was designated for the wage study; the increase in advertising due to changes to billing and an increase in turnover. We no longer believe that we will be able to creatively advertise effectively without incurring more cost through Indeed (the primary source for current job seekers) and the moving in-house training to the Emergency Managers budget to support the annual training he is now overseeing. M/S Boyd/Lyskawa to approve the Administration 2027 budget as presented. Motion carried by voice vote.

b. Review and Approve CVSO 2027 Budget

Krueger informed that the updated budget was provided to reflect the changes in the salaries. Pultz explained why the Veteran Relief funds are budgeted at \$4,300 and the 2026 budget was \$12,534 due to carry-overs. M/S Cummings/DePasse to approve the Veterans 2027 budget. Motion carried by voice vote.

c. Discussion and Possible Action in follow-up to the Paid Time Off Policy

Krueger clarified that the action taken at the previous meeting regarding approving the Employee Handbook did so by removing the components regarding the paid time off changes to allow further discussion. This allowed us to proceed with an updated Employee Handbook due to the numerous policy changes made while allowing the continued discussion regarding the current application of paid time off. The Finance Committee did place the item on their agenda but deferred the discussion back to A&L for further information. Krueger did speak with the attorney regarding the current state and after that meeting requested the Chair to allow for consideration from the A&L Committee to have the attorney present in closed session regarding the potential legal exposure to Lincoln County. This allows the Committee to ask questions directly of the Attorney. The committee requested clarification of the board rules on whether the attorney could appear virtually in closed session. Corporation Counsel Johnson advised that it was allowable. M/S Boyd/DePasse to postpone until next month. Motion carried by voice vote.

8. Resolutions and Ordinances

a. Resolution Accepting a Donation from the American Legion Riders of Wisconsin, Post 11

M/S Cummings/DePasse to approve the resolution. Carried by voice vote. Author: DePasse, Co-sponsor whole committee.

9. Closed Session

a. The committee may consider a motion to adjourn going into closed session (roll call vote) pursuant to Wis. Statute §19.85(1)(e), "Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, to wit: LISO Collective Bargaining

M/S Boyd/DePasse to proceed to closed session for reasons as read to include the Administrative Coordinator

and Corporation Counsel. Roll Call vote. Moved to closed session.

b. Reconvene to Open Session (Roll Call Vote Required)

M/S Boyd/DePasse to reconvene to open session. Roll Call vote. Moved to Open Session.

c. Take Any Necessary Action Resulting From Closed Session

a. M/S DePasse/Hartwig to send the Wisconsin Professional Police Association — Lincoln County Professional Deputies' Association contract to the County Board for approval. Carried by voice vote.

b. M/S DePasse/Hartwig to send the Wisconsin Professional Police Association - Lincoln County Sheriff's Office Supervisors Association contract to the County Board for approval. Carried by voice vote.

10. Set Next Meeting Date & Adjourn

a. Wednesday, June 3rd, 2026 @4:30pm

Next meeting was confirmed. The Chair adjourned the meeting at 6:30pm.