LINCOLN COUNTY ADMINISTRATIVE & LEGISLATIVE COMMITTEE

Wednesday, June 3, 2026 - 4:30 PM

MINUTES

1. Call to Order

The meeting was called to order by Chair Friske @ 4:30p.m.

Supervisors Present: Don Friske, Jesse Boyd, Julie DePasse, Marguerite Lyskawa, Randy Detert, Angela Cummings, Greg Hartwig
Department Heads Present: Renee Krueger, Karry Johnson, Travis Spoehr, Matt Pultz

2. Pledge of Allegiance

3. Closed Session

Krueger provided a brief explanation with regard to this item being a result of proposed policy language to the Administration of Employee Benefits. Krueger was able to make arrangements for the committee to speak directly with Attorney Jill Pedigo Hall with Von Briesen Law, who had been advising the Administrative Coordinator with information regarding this matter. Due to potential policy action/inaction being taken and potential exposure to the County, the closed session would be appropriate for conferring with legal counsel. M/S DePasse/Cummings to move into closed session pursuant to Wis. Statue §19.85(1)(g), "Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved" to wit: Administration of Employee Benefits. Closed session would include Board Supervisors, the Administrative Coordinator and Corporation Counsel. Roll Call vote. All ayes. The committee moved to secure closed session as noticed on the agenda.

a. The Committee may consider a motion to adjourn going into closed session (roll call vote) pursuant to Wis. Statute §19.85(1)(g), "Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved" to wit: Administration of Employee Benefits

*****Recess to Room 247/248*****

b. Reconvene to Open Session (Roll Call Vote Required)
*****Return to Room 255*****

M/S Boyd/Hartwig to return to open session in room #255. Roll call vote. All ayes. Returned to open session.

c. Take Any Necessary Action Resulting From Closed Session

M/S DePasse/Hartwig to direct the Administrative Coordinator to draft language to the Employee Personnel Policy consistent with discussion from closed session regarding employee benefits. Carried on voice vote.

4. Approval of the Minutes

a. Approve Minutes From 05.06.26:

M/S DePasse/Cummings to approve the minutes from 05.06.26. Carried on voice vote.

5. Consent Agenda

a. Financials

No concerns or questions were brought forward regarding the financials. Reports placed on file.

b. Expense Reimbursement(s) Approval

M/S DePasse/Boyd to approve both the CVSO and IT Director's Expense Reimbursements. Carried on voice vote.

c. Activity Reports (written) & Discussion as needed

No questions or concerns were brought forward regarding the activity reports. Reports placed on file.

6. Discussion & Action

a. Setting Preliminary Target Market Placement and Structure Design of Compensation System

Shanon Swaney with Total Rewards Consulting (aka Cottingham and Butler) presented the PowerPoint and explained costing options. Corey Palmer with M3 provided handouts explaining the overall comparisons to employee health benefit cost shares. The Committee discussed and clarified questions held over from the last meeting. The Committee expressed the desire to gain input from employees as to what is more important for the committee to consider regarding pay versus premium payments for health benefits. Timelines for implementing a survey were discussed and what those results would affect. The structure recommended by Ms. Swaney (Option 2 at 95% of the target market), based on what Lincoln County set as a 4% projected increase in salaries in 2027, would be a 14-step scale where step 1 starts at 87.5% of the target market rate. There is a quicker progression at 2.5% increase to the control point and 1.5% step increases thereafter until the maximum of 112% of the target market rate was met. The control point would be set at 95% of the target market and employees would be placed on their position scale based on their current salary with a minimum 2.5% increase. This provides an immediate increase in competitiveness for the current staff and structure. No employees receive a decrease in pay, less compression created during implementation and revising the structure may better allow the County to maintain market placement. This structure allows for affordability, but takes longer for employees to reach their max. It further allows the organization to balance COLA with step movements and continuously reassess closing the 5% gap if the financial situation of the county changes. M/S Boyd/Hartwig to approve the recommended structure. Carried on voice vote. M/S Boyd/DePasse to direct the Administrative Coordinator to draft an employee survey for the committee to review by August 2026. Carried on voice vote.

b. Review and Approve IT 2027 Budget

M/S Cummings/Lyskawa to approve the IT 2027 budget. Carried on voice vote.

c. Review and Approve Corporation Counsel's 2027 Budget

M/S Cummings/Boyd to approve the Corporation Counsel 2027 budget.

d. Request for approval of a new Economic Support Specialist, Quality Assurance position 100% funded.

Krueger provided an explanation for this request. Social Services Director Rumsey was available virtually if additional questions were needed. M/A DePasse/Boyd to approve the position. Carried on voice vote.

e. Review of Telecommuting Oversight for A&L Departments

Krueger explained that during the process of updating the Employee Policy Handbook, the Administrative Coordinator was directed to have department heads put this item on agendas to ensure oversight of telecommuting practices throughout the county were being managed appropriately. Krueger explained limits to open versus closed session discussions based on specific employee performance oversight. Krueger used the Administration Department as an example of who/when employees were telecommuting and how it was supervised. The committee discussed whether further closed session purposes were warranted. No additional action.

f. Confirming current application of policy regarding FMLA

a. **Use of Calendar Year versus Rolling 12-month calendar**

b. **Requiring employees to use all benefit leave time prior to leave without pay when under Federal FMLA**

Krueger explained how current policy regarding FMLA defers to state and federal links to governing requirements. The two items listed allow for employer discretion. Krueger explained current practice and requested the committee consider approving continuation of current practice. M/S Boyd/Lyskawa to confirm the current application of Lincoln County Employee Policy regarding FMLA to use a Calendar Year and for employees to be required to use all benefit leave time prior to leave without pay when using Federal FMLA approved leave time. Carried on voice vote.

g. **Discussion regarding Setting Priorities at June County Board**

Friske explained to the committee that he would be putting on the County Board agenda for June asking the Board of Supervisors to provide information on what goals the board should focus on for this session. He further explained that he would be relying on the A&L Committee members to drive this conversation. He would like everyone to give consideration to what actions the board can focus on that create long-term strategies for sustainability in meeting what this board and future boards identify as priority needs.

7. Set Next Meeting Date & Adjourn

Meeting adjourned @ 7:15p.m.

a. **Wednesday, July 1, 2026 @ 4:30pm**