

COMPENSATION WORKGROUP MINUTES – September 4,2024

1. Call to Order at 1:31 PM
2. Roll call taken – all members present
3. Verification of Compliance with WI Open Meeting Law, Wis. Stat 19.81 – confirmed
4. Public Comment & Correspondence – none
5. Joyce moved and Maeve seconded the motion to approve the agenda - motion carried.
6. Maeve moved and Joyce seconded the motion to approve the minutes of August 8, 2024 - motion carried.
7. Committee members reviewed Monarch staff wages with the wage ranges of the designated comparable systems: Bridges, Prairie Lakes and Winnefox. Upon review of each position the committee proposed a suggested wage adjustment for some positions. Riti will calculate and verify the cost of the proposed wage adjustments and forward the information onto the Finance Committee to determine budget feasibility. There was no discussion regarding any type of grades/tiers for positions.
8. The sub-committee chair provided the members with a handout outlining the pros and cons of a steps vs merit pay system. Following a general discussion the members are asked to review the information and add their thoughts regarding each system. This discussion will continue at the next meeting.
9. The sub-committee chair provided members with some pros and cons of providing employee bonuses. This discussion will continue at the next meeting
10. Next meeting Tuesday, October1, 2024 at Lakeview Community Library at 1:30 pm.
11. Kay moved and Joyce seconded a motion to adjourn. Motion carried. The meeting was adjourned at 3:28.

Minutes submitted by Kay Marose