

WAGE STUDY/COMPENSATION & ORGANIZATION ANALYSIS

RUSK COUNTY

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. TERRY DUSELL	X		
2. JERRY BILLER	ABSENT		
3. ALAN RATHSACK	X		
4. TONY HAUSER	X		
5. TIMOTHY MILLER	X		
6. ROBERT STOUT	X		
7. RANDY TATUR		X	
8. LYLE LIEFFRING	X		
9. BILL MCBAIN		X	
10. KEN PEDERSEN		X	
11. PHIL SCHNEIDER	X		
12. JIM MEYER	X		
13. MARK SCHMITT	X		
14. LISA DOBROWOLSKI	X		
15. TOM HANSON	X		
16. vacant			
17. DAVE WILLINGHAM	X		
18. MICHAEL HRABAN	X		
19. KEN BROWN	X		
YB BECCA STRICKLEN	X		
YB MEGAN vanDOORN	X		
TOTAL	16	3	0

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted Defeated

1st DOBROWOLSKI Defeated

2nd MILLER

No: _____ Yes: _____ Exc: _____

Reviewed by: _____, Corp. Counsel

Reviewed by: City Winters, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the 24 day of August, 2021 by the Rusk County Board of Supervisors.

Connie Meyer
Connie Meyer
County Clerk, Rusk County

TO THE RUSK COUNTY BOARD OF SUPERVISORS

1 **WHEREAS**, it is important for the County to attract and retain qualified staff in order to
 2 deliver necessary services, and
 3
 4 **WHEREAS**, providing competitive compensation is a critical component of attracting and
 5 retaining employees, and
 6
 7 **WHEREAS**, the County has recently experienced difficulty in filling some positions during
 8 the pandemic and it also appears there has been a shift in the job market and
 9 compensation creating a more competitive environment, and
 10
 11 **WHEREAS**, the Personnel Committee has reviewed the current compensation model
 12 and determined that now would be an appropriate time to develop a new
 13 compensation plan including an analysis of current compensation, job classifications and
 14 descriptions, public and private market data, and a review of staffing levels, and
 15
 16 **WHEREAS**, the Personnel Committee issued an RFP to identify a potential vendor and
 17 costs associated with this work.
 18
 19 **NOW, THEREFORE, BE IT RESOLVED**, that the Personnel Committee be allowed to move
 20 ahead with a Wage Study/Compensation & Organization analysis that will develop a
 21 new compensation plan for County employees.
 22
 23 **BE IT FURTHER RESOLVED**, that Personnel Committee be allowed to negotiate an
 24 agreement with a qualified vendor for the analysis and compensation plan with a cost
 25 not to exceed \$50,000.
 26
 27 **BE IT FURTHER RESOLVED**, that the final analysis and compensation will be submitted to
 28 the Board for final approval and implementation.
 29
 30
 31

SUBMITTED BY:

Rusk County Personnel Committee

Tom Hanson
Tom Hanson, Chairman

Robert Stout
Robert Stout, Vice Chairman

Dave Willingham
Dave Willingham

Lisa Dobrowolski
Lisa Dobrowolski

Mike Hraban
Mike Hraban