



## Notice of Public Meeting

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### AGENDA

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**Committee:** Human Resources Committee  
**Date:** Monday, March 28, 2022  
**Time:** 5:30 p.m.  
**Location:** 3<sup>rd</sup> Floor County Board Room  
**Remote Access:** [Click here to join the meeting](#)

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The meeting is open to the public, but portions of the meeting may be closed if this notice indicates that the committee may convene in closed session. The following matters may be considered and acted upon at the meeting, but deviations from the order shown may occur:

1. Call to Order
2. Roll Call of Members
3. Public Comment Regarding Posted Agenda Items
4. Review/Discussion/Action ~ Highway Office dynamics and Overtime accrual
5. Review/Discussion/Action ~ District Attorney Legal Assistant step placement
6. Review/Discussion/Action ~ A Resolution to Establish the Elected Officials Total Annual Compensation Level for 2023 through 2026
7. Chairperson's Report
8. Administrative Coordinator's Report
9. Personnel Advisor Report
10. Public Comment Unrelated to Agenda Items
11. Review/Discussion/Action ~ Next Date and Time
12. Adjournment.

Date: March 23, 2022

Larry Grisen, Chair

By: Roxann M. Halverson, County Clerk

**Board Members:** If unable to attend, please contact the Chair. If the Chair is unavailable, please contact the County Clerk's Office at 608-685-6209. If the Chair and the County Clerk are not available, please call the Administrative Coordinator at 608-685-6234.

**Persons with Disabilities:** Buffalo County shall attempt to provide reasonable accommodations to the public for access to its public meetings, provided reasonable notice of special need is given. If you require special accommodations to attend this meeting, please contact the County Clerk's Office at 608-685-6209.

**Public Access to the Courthouse:** The South Entrance will be the only access to the building after 4:30 p.m.

*Persons who are members of another governmental body, but who are not members of this committee, may attend this meeting. Their attendance could result in a quorum of another governmental body being present. Such a quorum is unintended, and they are not meeting to exercise the authority, duties, or responsibilities of any other governmental body.*

	2022	2023	2024	2025	2026
<b>Option #1 - Larry's draft</b>					
Sheriff	\$78,635.00	87670 (9%)	89424 (2%)	91213 (2%)	93037 (2%)
Clerk of Courts	\$60,293.63	65788 (8%)	67104 (2%)	68446 (2%)	69815 (2%)
Coroner	\$4,255.03	4638 (8%)	4731 (2%)	4826 (2%)	4925 (2%)

	2022	2023	2024	2025	2026
<b>Option #2</b>					
Sheriff	\$78,635.00	80208 (2%)	81812 (2%)	89,175 (9%)	90959 (2%)
Clerk of Courts	\$60,293.63	61801 (2%)	63346 (2%)	68414 (8%)	69782 (2%)
Coroner	\$4,255.03	4638 (8%)	4731 (2%)	4826 (2%)	4925 (2%)

	2022	2023	2024	2025	2026
<b>Option #3 - Mary Anne Breakdown</b>					
Sheriff	\$78,635.00	\$86,670.00	\$89,424.00	\$91,213.00	\$93,037.00
Clerk of Courts	\$60,293.63	\$61,801.00	\$63,346.00	\$69,047.00	\$71,809.00
Coroner	\$4,255.03	4638 (8%)	4731 (2%)	4826 (2%)	4925 (2%)

	2022	2023	2024	2025	2026
<b>Option #4 - Dennis Breakdown</b>					
Sheriff	\$78,635.00	\$82236 (3.88%)	\$85836 (3.88%)	\$89437 (3.88%)	\$93037 (3.88%)
Clerk of Courts	\$60,293.63	\$62666 (3.5%)	\$65038 (3.5%)	\$67410 (3.5%)	\$69782 (3.5%)
Coroner	\$4,255.03	\$4638 (8%)	\$4731 (2%)	\$4826 (2%)	\$4925 (2%)

	2022	2023	2024	2025	2026
<b>Option #5 - Compromise</b>					
Sheriff	\$78,635.00	\$80208 (2%)	\$81812 (2%)	86312 (5.5)	\$91059 (5.5%)
Clerk of Courts	\$60,293.63	\$61801 (2%)	\$63346 (2%)	66513 (5%)	\$69,839 (5%)
Coroner	\$4,255.03	\$4638 (8%)	\$4731 (2%)	4826 (2%)	\$4925 (2%)

Issues for Discussions - 1. Roselle/Sheriff= bump in front 2. Bump 3rd year and not immeditaely 3. Sheriff getting bump same time as clerk 4. WRS Contribution issues

		2.50%	2.50%	3%	3%		
	2022	2023	2024	2025	2026		
Average amongst 9 different counties in like population	61985	63535	65123	67077	69089		
Buffalo	60294	61801	63346	69047	71809		
Diff	1691	1734	1777	1970	2720		

total lost	<b>5202</b>	<b>4690</b>	total regained
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still difference of \$512 but closer

all even -  
Admin Office  
Created 1990

Official	1987	1988	1/1/1989	7/1/1989	1/1/1990	1991-1992
Resolution #	88-04-06	88-04-06	89-04-11	89-04-11	89-12-03	90-05-05
County Clerk	\$ 23,618.00	\$ 24,208.00	\$ 24,934.00	\$ 25,059.00	\$ 25,929.00	\$ 26,000.00
Register of Deeds	\$ 22,187.00	\$ 22,742.00	\$ 23,424.00	\$ 23,541.00	\$ 24,411.00	\$ 26,000.00
Treasurer	\$ 22,187.00	\$ 22,742.00	\$ 23,424.00	\$ 23,541.00	\$ 24,411.00	\$ 26,000.00
Resolution #	88-04-06	88-04-06	89-04-11	89-04-11	89-12-03	90-05-05
Sheriff	\$ 26,972.00	\$ 27,646.00	\$ 28,475.00	\$ 28,617.00	\$ 29,487.00	\$ 31,000.00
Clerk of Court	\$ 22,187.00	\$ 22,742.00	\$ 23,424.00	\$ 23,541.00	\$ 24,411.00	\$ 26,000.00
Coroner	\$ 1,000.00	\$ 1,025.00	\$ 1,056.00	\$ 1,061.00	\$ 1,098.00	\$ 1,150.00



Jan-99	Jan-00	Jan-01	Jan-02	Jan-03	Jan-04	Jan-05
98-04-01	98-04-01	00-04-03	00-04-03	02-05-02	02-05-02	04-04-06
\$ 33,400.00	\$ 34,500.00	\$ 39,330.00	\$ 40,510.00	\$ 43,785.30	\$ 45,098.86	\$ 46,451.83
\$ 33,400.00	\$ 34,500.00	\$ 39,330.00	\$ 40,510.00	\$ 43,785.30	\$ 45,098.86	\$ 46,451.83
\$ 33,400.00	\$ 34,500.00	\$ 39,330.00	\$ 40,510.00	\$ 43,785.30	\$ 45,098.86	\$ 46,451.83
						02-05-02
98-04-01	98-04-01	00-04-03	00-04-03	02-05-02	02-05-02	04-04-06
\$ 40,350.00	\$ 41,700.00	\$ 47,538.00	\$ 48,964.14	\$ 53,523.06	\$ 558,128.76	\$ 56,782.62
\$ 33,400.00	\$ 34,500.00	\$ 39,330.00	\$ 40,510.00	\$ 43,785.30	\$ 45,098.86	\$ 46,451.83
\$ 2,000.00	\$ 2,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,090.00	\$ 3,182.70	\$ 3,278.18
Plus \$100 call & mileage	Plus \$100 call & mileage			\$100 per call	\$100 per Call	\$100 per Call

Terms Split Off

Jan-06	Jan-07	Jan-08	Jan-09	Jan-10	Jan-11	Jan-12
04-04-06	06-04-07	06-04-07	08-05-07	08-05-07	08-05-07	08-05-07
\$ 47,845.38	\$ 48,563.06	\$ 49,291.51	\$ 50,030.88	\$ 50,781.34	\$ 51,796.97	\$ 52,832.91
\$ 47,845.38	\$ 48,563.06	\$ 49,291.51	\$ 50,030.88	\$ 50,781.34	\$ 51,796.97	\$ 52,832.91
\$ 47,845.38	\$ 48,563.06	\$ 49,291.51	\$ 50,030.88	\$ 50,781.34	\$ 51,796.97	\$ 52,832.91
02-05-02			01-2009	01-2010	1-2011	1-2012
04-04-06	06-04-07	06-04-07	06-04-07	06-04-07	10-05-05	10-05-05
\$ 58,468.10	\$ 59,345.12	\$ 60,235.30	\$ 61,138.83	\$ 62,075.01	\$ 62,695.76	\$ 63,322.72
				? I had \$62,055.91		
\$ 47,845.38	\$ 48,563.06	\$ 49,291.51	\$ 50,030.88	\$ 50,781.34	\$ 51,289.16	\$ 51,802.05
\$ 3,376.53	\$ 3,427.17	\$ 3,478.58	\$ 3,530.76	\$ 3,583.72	\$ 3,619.56	\$ 3,655.75
\$100 per Call	\$100 per call	\$100 per call	\$100 per call	\$100 per call		

Jan-22	Jan-22	15-Jan	16-Jan	Jan-17	Jan-18	Jan-19
12-03-06	12-03-06	12-03-06	12-03-06	16-03-02	16-03-02	16-03-02
52832.91	52832.91	52832.91	\$ 52,832.91	\$ 54,250.00	\$ 54,750.00	\$ 55,250.00
\$ 52,832.91	\$ 52,832.91	\$ 52,832.91	\$ 52,832.91	\$ 54,250.00	\$ 54,750.00	\$ 55,250.00
\$ 52,832.91	\$ 52,832.91	\$ 52,832.91	\$ 52,832.91	\$ 54,250.00	\$ 54,750.00	\$ 55,250.00
1-2013	1-2014	1-2015	1-2016	1-2017	1-2018	1-2019
10-05-05	10-05-05	14-03-05	14-03-05	14-03-05	14-03-05	18-03-11
\$ 63,955.94	\$ 64,595.50	64595.51	\$ 65,402.95	\$ 65,402.95	\$ 66,220.49	\$ 74,100.00
\$ 52,320.07	\$ 52,843.27	\$ 52,843.27	\$ 53,503.81	\$ 53,503.81	\$ 54,172.61	\$ 55,250.00
\$ 3,692.31	\$ 3,729.24	\$ 3,775.85	\$ 3,775.85	\$ 3,823.05	\$ 3,823.05	\$ 3,899.09



Jan-20	Jan-21	Jan-22	Jan-23	Jan-24
16-03-02	20-03-02	20-03-02	20-03-02	20-03-02
\$ 55,750.00	\$ 58,537.50	\$ 60,293.63	\$ 61,800.97	\$ 63,346.00
\$ 55,750.00	\$ 58,537.50	\$ 60,293.63	\$ 61,800.97	\$ 63,346.00
\$ 55,750.00	\$ 58,537.50	\$ 60,293.63	\$ 61,800.97	\$ 63,346.00
1-2020	1-2021	1-2022		
18-03-11	18-03-11	18-03-11		
\$ 75,852.00	\$ 77,093.64	\$ 78,632.35		
\$ 55,750.00	\$ 58,537.50	\$ 60,293.63		
\$ 3,934.38	\$ 4,131.10	\$ 4,255.03		



## Buffalo County Resolution

**Drafted By:** R.Halverson  
**Month/Year:** Feb. 2022  
**Committee:** HR & Finance Committee

**Department:** Administration  
**Fiscal Impact:** Yes/No

### Resolution #     **DRAFT 1**

#### **A Resolution to Establish the Elected Officials Total Annual Compensation Level for 2023 through 2026**

Whereas, the total annual compensation levels for elected officials (other than supervisors and circuit judges) must be established prior to the earliest time for the filing of nomination papers pursuant to Wisconsin State Statute 59.22(1), and;

Whereas, the Human Resources Committee, and the County Board of Supervisors desires to establish the total annual compensation for county elected officials, and which fringe benefits are subject to increase or decrease during the officer’s term of office at the discretion of the Human Resources Committee and County Board and in accordance with applicable state and federal law, and;

Whereas, a part of the Buffalo County’s fringe benefit program, elected officials of the county will participate in the Wisconsin Retirement System in accordance with established state law, and;

Whereas, as part of Buffalo County’s fringe benefit program, county elected officials may elect to receive health insurance coverage under the same terms and conditions as the health insurance coverage being offered to non-represented managerial county employees who are not law enforcement managerial employees or non-represented managerial employees described in Wisconsin State Statute 111.70(1)(mm)2.

Now, Therefore Be It Resolves, that the Buffalo County Board of Supervisors hereby established that total annual compensation for county elected officers under Wisconsin State Statute 59.22(1) shall be as follows, effective the first day of a term of office that begins after the date of this resolution:

County Elected Official	Total Annual Compensation			
	2023	2024	2025	2026
Coroner	\$4,638.00	\$4,731.00	\$4,826.00	\$4,925.00
Clerk of Court	\$65,788.00	\$67,104.00	\$68,446.00	\$69,815.00
Sheriff	\$87,670.00	\$89,424.00	\$91,213.00	\$93,037.00

Be It Further Resolved, that the aforementioned county elected Officials will be entitled to participate in the ETF Wisconsin Retirement System (WRS), in accordance with state law, and that Buffalo County shall pay only its share of the total WRS contribution required by law. It is expressly recognized that the share may change when the required WRS rate is adjusted by law, and;

Be It Further Resolved that the aforementioned county elected officials will be entitle to participate in the Buffalo County Health Insurance program, subject to the terms and conditions of the program, which may be modified from time to time, under the same terms and conditions as the health insurance coverage being offered to non-represented managerial county employees who are not law enforcement managerial employees or non-represented employees described in Wisconsin State Statute 111.70 (1)(mm)2.



## Buffalo County Resolution

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Adopted at a duly called and noticed meeting of the Buffalo County Board of Supervisors on this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

ATTEST:

\_\_\_\_\_  
Buffalo County Clerk

**Human Resources Committee:**

\_\_\_\_\_  
Larry Grisen

\_\_\_\_\_  
Mary Anne McMillan Urell

\_\_\_\_\_  
Michael Taylor

\_\_\_\_\_  
Nathan Nelson

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
Buffalo County Chairperson

**Finance Committee:**

\_\_\_\_\_  
Dennis Bork

\_\_\_\_\_  
Max Weiss

\_\_\_\_\_  
Brad Schmidtkecht

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
David Danzinger



# Buffalo County Resolution

**Drafted By:** R.Halverson  
**Month/Year:** Feb. 2022  
**Committee:** HR & Finance Committee

**Department:** Administration  
**Fiscal Impact:** Yes/No

## Resolution # **\_DRAFT 2**

### **A Resolution to Establish the Elected Officials Total Annual Compensation Level for 2023 through 2026**

Whereas, the total annual compensation levels for elected officials (other than supervisors and circuit judges) must be established prior to the earliest time for the filing of nomination papers pursuant to Wisconsin State Statute 59.22(1), and;

Whereas, the Human Resources Committee, and the County Board of Supervisors desires to establish the total annual compensation for county elected officials, and which fringe benefits are subject to increase or decrease during the officer’s term of office at the discretion of the Human Resources Committee and County Board and in accordance with applicable state and federal law, and;

Whereas, a part of the Buffalo County’s fringe benefit program, elected officials of the county will participate in the Wisconsin Retirement System in accordance with established state law, and;

Whereas, as part of Buffalo County’s fringe benefit program, county elected officials may elect to receive health insurance coverage under the same terms and conditions as the health insurance coverage being offered to non-represented managerial county employees who are not law enforcement managerial employees or non-represented managerial employees described in Wisconsin State Statute 111.70(1)(mm)2.

Now, Therefore Be It Resolves, that the Buffalo County Board of Supervisors hereby established that total annual compensation for county elected officers under Wisconsin State Statute 59.22(1) shall be as follows, effective the first day of a term of office that begins after the date of this resolution:

County Elected Official	Total Annual Compensation			
	2023	2024	2025	2026
Coroner	\$4,638.00	\$4,731.00	\$4,826.00	\$4,925.00
Clerk of Court	\$61,801.00	\$63,346.00	\$68,414.00	\$69,782.00
Sheriff	\$80,208.00	\$81,812.00	\$89,175.00	\$90,959.00

Be It Further Resolved, that the aforementioned county elected Officials will be entitled to participate in the ETF Wisconsin Retirement System (WRS), in accordance with state law, and that Buffalo County shall pay only its share of the total WRS contribution required by law. It is expressly recognized that the share may change when the required WRS rate is adjusted by law, and;

Be It Further Resolved that the aforementioned county elected officials will be entitle to participate in the Buffalo County Health Insurance program, subject to the terms and conditions of the program, which may be modified from time to time, under the same terms and conditions as the health insurance coverage being offered to non-represented managerial county employees who are not law enforcement managerial employees or non-represented employees described in Wisconsin State Statute 111.70 (1)(mm)2.



## Buffalo County Resolution

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Adopted at a duly called and noticed meeting of the Buffalo County Board of Supervisors on this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

ATTEST:

\_\_\_\_\_  
Buffalo County Clerk

**Human Resources Committee:**

\_\_\_\_\_  
Larry Grisen

\_\_\_\_\_  
Mary Anne McMillan Urell

\_\_\_\_\_  
Michael Taylor

\_\_\_\_\_  
Nathan Nelson

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
Buffalo County Chairperson

**Finance Committee:**

\_\_\_\_\_  
Dennis Bork

\_\_\_\_\_  
Max Weiss

\_\_\_\_\_  
Brad Schmidtkecht

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
David Danzinger



Buffalo County Resolution

Drafted By: R.Halverson
Month/Year: Feb. 2022
Committee: HR & Finance Committee

Department: Administration
Fiscal Impact: Yes/No

Resolution # \_DRAFT 3

A Resolution to Establish the Elected Officials Total Annual Compensation Level for 2023 through 2026

Whereas, the total annual compensation levels for elected officials (other than supervisors and circuit judges) must be established prior to the earliest time for the filing of nomination papers pursuant to Wisconsin State Statute 59.22(1), and;

Whereas, the Human Resources Committee, and the County Board of Supervisors desires to establish the total annual compensation for county elected officials, and which fringe benefits are subject to increase or decrease during the officer's term of office at the discretion of the Human Resources Committee and County Board and in accordance with applicable state and federal law, and;

Whereas, a part of the Buffalo County's fringe benefit program, elected officials of the county will participate in the Wisconsin Retirement System in accordance with established state law, and;

Whereas, as part of Buffalo County's fringe benefit program, county elected officials may elect to receive health insurance coverage under the same terms and conditions as the health insurance coverage being offered to non-represented managerial county employees who are not law enforcement managerial employees or non-represented managerial employees described in Wisconsin State Statute 111.70(1)(mm)2.

Now, Therefore Be It Resolves, that the Buffalo County Board of Supervisors hereby established that total annual compensation for county elected officers under Wisconsin State Statute 59.22(1) shall be as follows, effective the first day of a term of office that begins after the date of this resolution:

Table with 5 columns: County Elected Official, 2023, 2024, 2025, 2026. Rows include Coroner, Clerk of Court, and Sheriff with their respective compensation amounts for each year.

Be It Further Resolved, that the aforementioned county elected Officials will be entitled to participate in the ETF Wisconsin Retirement System (WRS), in accordance with state law, and that Buffalo County shall pay only its share of the total WRS contribution required by law. It is expressly recognized that the share may change when the required WRS rate is adjusted by law, and;

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## Buffalo County Resolution

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Adopted at a duly called and noticed meeting of the Buffalo County Board of Supervisors on this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

ATTEST:

\_\_\_\_\_  
Buffalo County Clerk

**Human Resources Committee:**

\_\_\_\_\_  
Larry Grisen

\_\_\_\_\_  
Mary Anne McMillan Urell

\_\_\_\_\_  
Michael Taylor

\_\_\_\_\_  
Nathan Nelson

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
Buffalo County Chairperson

**Finance Committee:**

\_\_\_\_\_  
Dennis Bork

\_\_\_\_\_  
Max Weiss

\_\_\_\_\_  
Brad Schmidtkecht

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
David Danzinger



Buffalo County Resolution

Drafted By: R.Halverson
Month/Year: Feb. 2022
Committee: HR & Finance Committee

Department: Administration
Fiscal Impact: Yes/No

Resolution # DRAFT 4

A Resolution to Establish the Elected Officials Total Annual Compensation Level for 2023 through 2026

Whereas, the total annual compensation levels for elected officials (other than supervisors and circuit judges) must be established prior to the earliest time for the filing of nomination papers pursuant to Wisconsin State Statute 59.22(1), and;

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## Buffalo County Resolution

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Adopted at a duly called and noticed meeting of the Buffalo County Board of Supervisors on this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

ATTEST:

\_\_\_\_\_  
Buffalo County Clerk

**Human Resources Committee:**

\_\_\_\_\_  
Larry Grisen

\_\_\_\_\_  
Mary Anne McMillan Urell

\_\_\_\_\_  
Michael Taylor

\_\_\_\_\_  
Nathan Nelson

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
Buffalo County Chairperson

**Finance Committee:**

\_\_\_\_\_  
Dennis Bork

\_\_\_\_\_  
Max Weiss

\_\_\_\_\_  
Brad Schmidtkecht

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
David Danzinger



## Buffalo County Resolution

**Drafted By:** R.Halverson  
**Month/Year:** Feb. 2022  
**Committee:** HR & Finance Committee

**Department:** Administration  
**Fiscal Impact:** Yes/No

### Resolution # **DRAFT 5**

#### **A Resolution to Establish the Elected Officials Total Annual Compensation Level for 2023 through 2026**

Whereas, the total annual compensation levels for elected officials (other than supervisors and circuit judges) must be established prior to the earliest time for the filing of nomination papers pursuant to Wisconsin State Statute 59.22(1), and;

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Now, Therefore Be It Resolves, that the Buffalo County Board of Supervisors hereby established that total annual compensation for county elected officers under Wisconsin State Statute 59.22(1) shall be as follows, effective the first day of a term of office that begins after the date of this resolution:

County Elected Official	Total Annual Compensation			
	2023	2024	2025	2026
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## Buffalo County Resolution

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Adopted at a duly called and noticed meeting of the Buffalo County Board of Supervisors on this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

ATTEST:

\_\_\_\_\_  
Buffalo County Clerk

**Human Resources Committee:**

\_\_\_\_\_  
Larry Grisen

\_\_\_\_\_  
Mary Anne McMillan Urell

\_\_\_\_\_  
Michael Taylor

\_\_\_\_\_  
Nathan Nelson

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
Buffalo County Chairperson

**Finance Committee:**

\_\_\_\_\_  
Dennis Bork

\_\_\_\_\_  
Max Weiss

\_\_\_\_\_  
Brad Schmidtkecht

\_\_\_\_\_  
Don Hillert

\_\_\_\_\_  
David Danzinger