

**PROCEEDINGS OF THE BROWN COUNTY  
ADMINISTRATION COMMITTEE**

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the Brown County Administration Committee was held on Wednesday, February 7, 2018 in Room 200, Northern Building, 305 E. Walnut Street, Green Bay, WI

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**Present:** Chair Schadewald, Supervisor Kneiszel, Supervisor Vander Leest  
**Excused:** Supervisor Becker  
**Also Present:** Supervisor Linssen; HR Director Kathryn Roellich, Director of Administration Chad Weininger, Corporation Counsel Dave Hemery, Technology Services August Neverman, Child Support Director Maria Lasecki, and other interested parties.

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**I. Call to Order:**

The meeting was called to order by Chair Richard Schadewald at 6:18 pm.

**II. Approve/Modify Agenda.**

Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**III. Approve/Modify Minutes of January 10, 2018 and January 17, 2018.**

Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**1. Review minutes of:**

**a. Housing Authority (December 18, 2017).**

Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**Comments from the Public**

**Communications**

**2. Communication from Supervisor Linssen re: To allocate up to \$150,000 for a study on options for regional Fiber-to-the-Premises development. *Referred to staff to bring back in February.***

Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to hold for 30 days. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**3. Communication from Supervisor Hoyer re: Pursue contracting or hiring a grant specialist to find and complete grant applications in the area of Human Services. *Referred from January County Board.***

Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to hold for 30 days. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**Technology Services**

**4. Budget Status Financial Report thru December 2017.**

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

5. **Budget Adjustment Request (17-99): Reallocation of more than 10% of the funds original appropriated between and of the levels of appropriation.**

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

6. **Technology Services Monthly Report.**

Technology Services Director August Neverman informed that next month he will have a draft report for the fiber and wireless proposal. If he gets quotes on time he will also have the web proposal. He informed he was also working on a security report which was related to open records requests that he will share with the County Board rather than just the reporter.

Schadewald stated transparency on the securities was important. He and Supervisor Lund met with Neverman and his staff, a very good meeting about improving the website for user-friendliness.

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

#### Child Support

7. **Departmental Openings Summary.**

Child Support Director Maria Lasecki informed they were waiting on the grant to fill the open position; they were expecting \$313,000 as carryover monies from that grant but hadn't received it yet. They got \$100,000 to cover the contract with Forward Service Corp and an additional \$25,000 that she could use to fill the position but she didn't want to do that until she had the balance.

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

8. **Director Summary.**

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

#### County Clerk

9. **Resolution in Support of Alternate Options for Absentee Voting. *Referred back to the February meeting.***

County Clerk Sandy Juno provided a handout (attached), the backside showed what happened since they went to no excuse absentee voting. This mostly impacted big counties and if the bill passed counties would go to their board to pass an ordinance stating they could use the direct voting method and get approval from the Elections Commission showing they could meet the security on it. Then the in-person absentee voters could put their ballot into the tabulator when they voted. She testified last week to the senate and it sounded like it had bipartisan support in the senate bill, there were a couple amendments they wanted to make. The assembly was going to take it up in Executive Committee possibly next week. It seemed to be moving along at this point.

Schadewald questioned cost savings; Juno responded there weren't much for the county but the municipalities. If they didn't go this route, at some point they may have to purchase a high speed processor but they'd share the costs with the municipalities.

Kneiszel informed that he talked to the City Clerk in De Pere and she was in full support. She was worried about the 14 hour period on Election Day of having enough time to get those ballots

inserted into the machine. Often they found mistakes and were scrambling to get them fixed. She thought small communities wouldn't care to do this. Juno agreed, they may not meet the security and may not make sense and a lot don't have normal office hours.

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to support the resolution. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Treasurer**

**10. Treasurer's Report - Department Update:**

**a. Winter Property Tax Collection Summary.**

Treasurer Zeller informed from Dec. 11-Dec. 31, 2017 they collected \$201M, compared to \$192M the year before. He attributed much of the 5% increase in collections to the federal tax legislation that was passed and signed Dec. 24. He believed it spurred many people to pay their entire tax bill in 2017 to preserve their ability, for federal tax purposes, to deduct that payment in full. Approximately 20% was collected by their local banking partners at their 23 branch locations. 80% was received by their office; mail, direct mortgage payments and in-person payments.

Zeller informed they received a lot of complaints/feedback at the counter regarding the assigned parking for tax purposes on Jefferson Street by the City of Green Bay. Tax election agreements were administered by the Administration Department. It was Zeller's opinion that they should have the 6-spots back on Adams Street for the benefit of the taxpayers. It's absurd they were fighting this battle. Vander Leest stated he will talk to the city attorney and the mayor's assistance to get it moved for next tax season.

Weininger stated he tried to mediate a resolution, Schadewald informed he tried too. Weininger stated the city was standing pretty strong. At a downtown business committee meeting, the City's Director of Public Works argued that the businesses couldn't survive because tax parking took up a lot of those parking spaces. The other issue, their Parking Division was a special revenue fund; they depended on those spaces to fund the department so they don't rely on tax levy. They really just believe that it was fair that they were giving the county free space. Weininger proposed a 2-stall solution on Adams for senior parking and 6 on Jefferson. With regard to the agreement, the Treasurer had statutory authority over the collections so Admin had to make sure he was in agreement and couldn't override Zeller. Corporation Counsel David Hemery stated that the default was, unless there was an agreement, Green Bay collected its taxes. The county was in the bargaining position.

For the record, Hemery was in support of the Treasurer and informed he had a woman in a wheelchair and an elderly gentleman come up to his office on the 6<sup>th</sup> floor to make a complaint. Historically, 3 years ago they had 6 spaces right by the door, 2 years ago it was cut down to 4 and last year it was 0. They sent the new agreements for signatures to all municipalities asking for a return of February 28. Hemery believed they gotten agreements back from everyone but Green Bay. As one voice, Schadewald felt it was hardball time on this one. Weininger talked to the city and the Treasurer, both were holding firm on their decisions so the net result may be Green Bay will be collecting their own taxes.

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**b. Progress update on Banking Services Agreement RFP #2167.**

Zeller informed they had engaged Associated Bank to be their treasury bank and the agreement had been approved by Corporation Counsel, signed by the County Executive and Associated Bank and had an agreement that they were kicking off March 1.

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**c. 2017 Tax Rate & Detail Report.**

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**d. Update on County Owned Parcels SU-796-3, SU-796-4, SU-796-5 Village of Suamico.**

There was direction at the November meeting to have conversation with the Village of Suamico on these parcels which were adjacent to each other along Hwy 41 on Deerfield. The meeting will take place next week. There was developer interest on this and they wanted to get it sold.

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Corporation Counsel**

**11. Corporation Counsel Report.**

Corporation Counsel Hemery informed that his Deputy took the Risk Manager position. He had a paralegal that will be starting maternity leave at the end of the week. They had sales tax stuff going on that he was reviewing and will be filing tomorrow.

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Human Resources**

**12. Ordinance to Amend Section 4.49 (Entitled 'Extra Pay') of Chapter 4 of the Brown County Code of Ordinances. Referred back to all standing committees at January County Board.**

This was approved at the last Administration Committee meeting.

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**13. Resolution to Reauthorize Self-Funded Worker's Compensation.**

Schadewald questioned why the county was self-funded? HR Director Kathryn Roellich informed that it saved money. They used the state worker's compensation rates for the different classifications, so many cents per hundred. They actually cut them in half for funding the account. If they went and bid it out, their MOD factor (claims history), they would be over a 1, which was going to cost the county money. Schadewald stated that by being self-funded, they had more self-evaluation, etc.

Schadewald would like to examine how this works with the next Administration Committee.

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**14. Turnover Reports.**

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**15. Department Vacancies Report.**

Roellich informed that her Administrative Coordinator Kay Lenzen, who had been with HR for 17 years, 19 total with the county, had decided to make a change and was leaving next Friday. Roellich was very sad; she had a lot of history and knowledge. Whatever Roellich asked for, Lenzen had it. It was going to be big shoes to fill. Weininger added, she's like the radar of HR, he can ask for a resolution from 4 years ago, she'll pull it up and know the history. That's all gone. She's really good, she's solid and she will be missed. Roellich added that she was the calm in the middle of a hurricane.

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**16. Health & Dental Plan Reports.**

Roellich informed they ended up where they thought they would. The end result wasn't great but it wasn't as bad as it could be. They met with the Benefits Advisory Committee in January and reviewed some suggestions for changes that they had proposed late last year that were too late for the budget process. M3 they will be coming to the February Benefits Advisory Committee meeting. HR already met with M3 to discuss ideas and concepts and they have plans to meet again next week to prepare and to look at options and ways they could adjust for the future.

Schadewald questioned if they ever compared the county to regional counties as far as health and dental plans. Roellich stated they did last year and the county was fairly midland.

Roellich informed they will be bringing an RFP for a benefits broker to Executive Committee because they didn't have any viable candidates when they put it out last fall.

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**17. Director's Report.**

Roellich informed they were moving along with Class and Comp and were preparing to send Classification/Compensation Next Steps and 2018 Classification and Compensation Job Summary Review handouts (attached) to department heads for each position/job title in the next week or so. Job summaries and compensable factors need a 70% or greater match for the position based on the benchmarking from PayScale Inc. So far PayScale had benchmarked 376 positions. PayScale compares info to 1,350 other profiles so they were pulling data from all over the place and they were getting some real accurate and appropriate data.

Schadewald stated that when this hits the County Board floor in the next 5-6 months, the best thing he would recommend was that they provide the numbers for people to read. It had to be clear that this was data driven, that's why they used PayScale, etc. Roellich informed that once positions were benchmarked, PayScale will apply the compensation labor market data and color code where they were under or over market, etc. Her goal was that in June they will have the pay structure completed and a Compensation Administration policy draft to go to the committees and County Board in July. In the next month or so she will start planning to hold some employee informational sessions.

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Department of Administration**

**18. Budget Adjustment Log.**

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**19. Director's Report.**

Director of Administration Chad Weininger informed that the Wisconsin Historical Society and the City of Green Bay petitioned to create a historic district; two county buildings would fall within that district. The good thing is the county will have a historic designation, the bad thing is that anytime they need to do a modification to the inside or outside of the buildings they will have to submit the plan to the state to have them review it which may add some extra time on.

Weininger expounded on the move of the Deputy Corporation Counsel to Risk Manager. It freed up staff time, will allow for greater functionality, they all worked together really well, which was helpful.

Weininger stated he was still on the saga about the budget; they don't have a lot of money moving forward. He was bringing in two interns. One of them did a review of the county and the processes and budgets; there was some good detailed information. They will be looking at mandated services and Table of Organization structures compared to other like counties to see which ones make sense, and also look at the measurable and comparable.

Schadewald informed he received questions about the county moving the Highway Department. Weininger informed they met with the Village of Howard as they had a really good potential development site for the quarry, it made sense for the county to move but the county didn't have the \$20M-\$30M to move. About 4 years ago there was a pitch to PD&T to move it to the Town of Ledgeview and it didn't work. During the sales tax process, moving was talked about, there wasn't a lot of support for it, and it never materialized. There may be a 4-5 year plan where it may make sense; they will have to make some major investments on the Duck Creek facility. They have been doing some grinding and filling, Fontecchio had a very large building put on there and that threw up a couple red flags. As a Department Head he's looking at what his facility needs were in the future and was laying that out. Other things to look at were consolidation and what made sense while also looking at best practices and technology review.

Responding to Vander Leest, as far as Weininger knew the asphalt plant was functioning well and he hadn't heard of any citizen complaints. They had an audit done and the numbers came in close to where they were thinking. In 2-years the payment for the asphalt plant will be done and it will free up a lot of cash to make some investments. Vander Leest felt their mix was superior and when they lined up for a big pour their trucks were right in line, no wait and it had to save the county money.

With regard to the budget book review and update, for a long time Weininger had been looking at trying to make the budget book better, with the generations coming up, he'd like to capture pictures better to show things that were really important. He wanted to boil it down so it was easier to use.

**Motion made by Supervisor Kneiszel, seconded by Supervisor Vander Leest to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Other**

**20. Audit of bills.**

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to acknowledge the receipt of the bills. Vote taken. MOTION CARRIED UNANIMOUSLY**

**21. Such other matters as authorized by law.**

**22. Adjourn.**

**Motion made by Supervisor Vander Leest, seconded by Supervisor Kneiszel to adjourn 7:26 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Alicia A. Loehlein  
Recording Secretary



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**SANDRA L. JUNO**  
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Feb. 7, 2018

*AB-637/SB-524 Use an electronic voting machine to cast a vote with an in-person absentee ballot*

This bill will have a minimal impact on the County Clerk's office. However, it will help several of my municipal clerks better manage in-person absentee voting.

Prior to the 2000 Presidential election, absentee voting was limited *to electors over 70 years old, people with disabilities, and electors that would be out of town on Election Day*. This resulted in Brown County having less than 4,000 absentee ballots cast. Processing absentee ballots at the polling location on Election Day was manageable.

However, since the change in law to *no excuse absentee voting*, the number of ballots cast has grown substantially. For the 2016 Presidential election, Brown County had over 43,000 absentee ballots cast. This is a **1000% increase in absentee ballots cast since 2000**. The greatest number of absentee ballots were voted in populous cities and villages. This puts high demands on poll workers to process absentee ballots on Election Day. In Brown County for the 2016 Presidential election, a number of our larger municipalities processed absentee ballots at a central location to improve processing ballots. There was some improvement but processing the high volume of absentee ballots remained a challenge.

Over 75% of absentee ballots cast (35,000) occurred in the municipal clerk's office. Current absentee ballot processing involves using several envelopes that are handled and sorted numerous times prior to and on Election Day. In some jurisdictions, high-speed tabulators are used to process absentee ballots and these cost in excess of \$35,000 to rent and over \$100,000 to purchase. Using the optional alternative methods will reduce the need to purchase or rent high-speed tabulators. Moreover, the cost of supplies, elections equipment, and labor is reduced when using the alternate optional method.

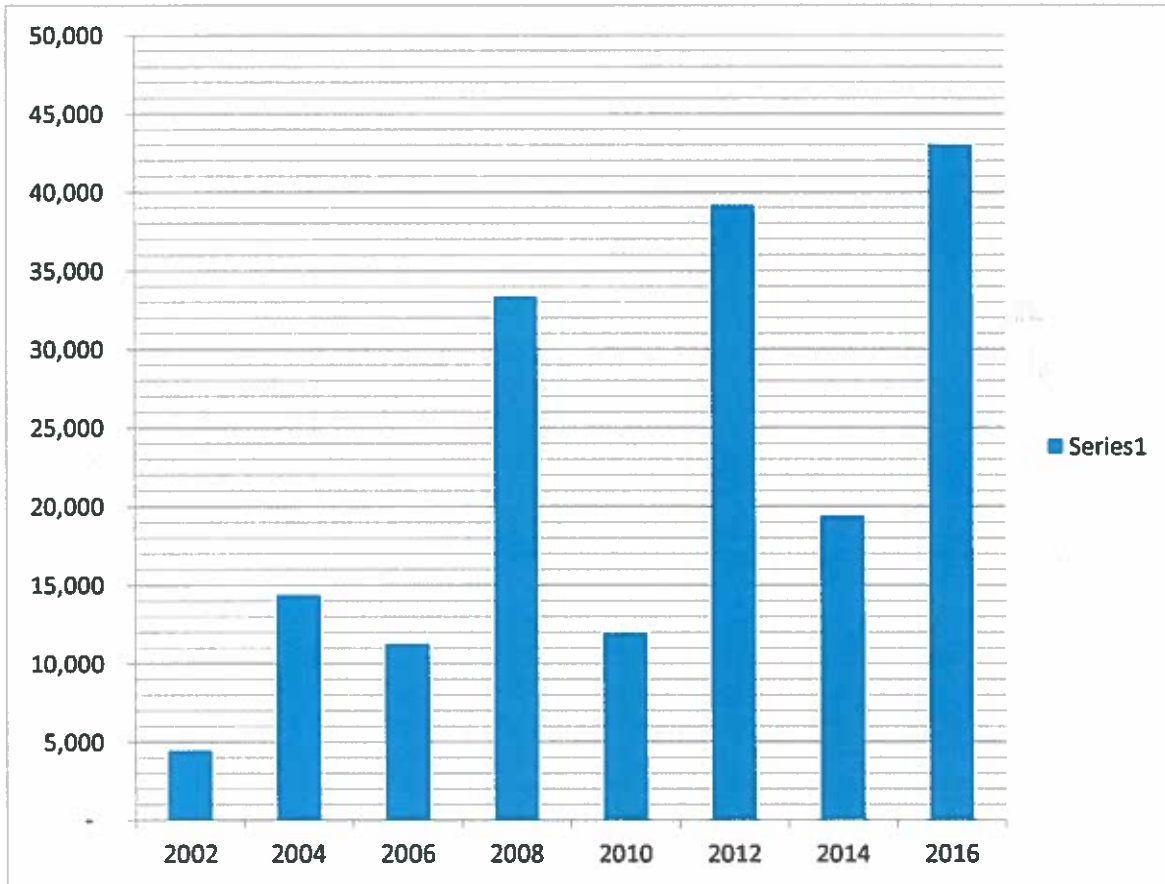
Absentee voting will continue to increase in the future due to media attention, political rallies, direct mail, and phone communications. Candidates and special interest groups urge electors to vote early in order to "bank" votes. No excuse absentee voting is successful and reflects modern voting practices. It is critical that municipal clerks have alternate methods of processing absentee ballots to manage these increasing demands.

Absentee voters allowed to put their voted ballots immediately into the tabulator, have the opportunity to correct ballot errors meaning more votes count. On the other hand, it is up to poll workers to remake ballots. Frequently, absentee ballots placed in envelopes are damaged when poll workers open envelopes. Again, poll workers need to remake ballots. In using the alternate optional method, it reduces the number of remade ballots. Likewise, it frees up time for poll workers to focus on Election Day issues.

No one is required to use the optional alternative absentee process. Populous municipalities are more inclined to choose this option. Please support this bill to address processing high volumes of absentee ballots cast.

# BROWN COUNTY WI - ABSENTEE BALLOTS CAST IN FALL GENERAL ELECTIONS

	Cast	% of Voters	
2002	4,442	0.06	Governor
2004	14,354	0.12	Presidential
2006	11,262	0.12	Governor
2008	33,395	0.27	Presidential
2010	11,892	0.13	Governor
2012	39,195	0.30	Presidential
2014	19,386	0.19	Governor
2016	43,033	0.33	Presidential





## Classification/Compensation Next Steps

2/2/18

Activity	Areas/Staff Involved
Position descriptions uploaded to PayScale site.	Sr. HR Analyst
PayScale Benchmarking of positions	PayScale
PayScale initial reports received and prepared for distribution to Management Staff	PayScale/HR Analysts
Distribution of Job Summary and Compensable Factors to Departments for review and sign off	HR Analysts
Review information from HR, mark form as applicable, return to HR.	Supervisors, Managers and Department Heads
Meetings to discuss any positions with "inaccurate" noted on sign off sheet	HR Analysts and applicable department heads and/or supervisor/manager
Confirm "matches" with PayScale on those sign offs without concerns	HR Analysts
Review and address additional information provided by DH's, supervisors and/or managers; may include meetings with all parties (HR, Management & PayScale).	HR Analysts & PayScale Comp Specialists
Prepare and distribute updates/feedback based on info provided by PayScale Comp Specialists on positions with questions.	HR Analysts
Finish aligning Compensation Data with positions	PayScale
Develop final Proposed Comp Plan Structure and Compensation Administration Policy; including frequency of updating market data.	HR Dept and PayScale
Submission of comp plan/structure and Compensation Administration Policy to standing committees and county board	HR Dept.
Implementation	Brown County



## 2018 Classification and Compensation Job Summary Review

<b>Position:</b>	<b>Department:</b>	
<b>Name and Title of Supervisor:</b>	<b>HR Analyst:</b>	<b>Date sent for review:</b>

This form represents the opportunity each supervisor, manager and/or department head to review the benchmark data that will be used in determining position placement throughout the Classification and Compensation Study. Please ensure you:

- Review this information carefully;
- Discuss questions or concerns with your assigned HR Analyst;
  - Follow up meetings may be required;
- Complete the attached, submit to your department head, if applicable;
- Return completed form to HR **on or before March 1, 2018.**

### ACKNOWLEDGEMENT OF REVIEW AND APPROPRIATENESS OF PROPOSED JOB SUMMARY AND COMPENSABLE FACTORS:

- I understand that the benchmarking process targets a 70% or greater match to the position being reviewed;
  - I understand that the Job Summary is **not an all-inclusive representation** of each and every function of this position;
  - I have reviewed the attached Job Summary and compensable factors for the position identified above;
  - I understand that once the Job Summary is accepted, there will be no appeals and/or reversals; and
- (All of the boxes above **MUST** be checked)

**You must complete ONE (1) of the following:**

- The attached Job Summary and Compensable factors are accurate.
- OR
- The attached Job Summary and Compensable factors are *INACCURATE* and further discussion is needed.

**Supervisor Signature**

**Date**

**Department Head Signature**

**Date**

**For HR USE ONLY:**

- Initial Review      and/or       Final Review

**HR Analyst Signature**

**Date**

Job: Human Resources Analyst - Human Resources Analyst

## Job Summary

Coordinate human resources generalists and guide all recruiting and employee relations processes. Administer employee compensation, training and benefit programs. Design and execute human resources policies and procedures. Acts as liaison between employee and management to answer questions or concerns regarding company policies, practices and regulations. Collect and analyze human resources data, and make recommendations for changes to management. Typical years experience in field of 5 years. Typically holds Bachelor's Degree. Supervisory Role: No. Signing Authority: No. Skills/Specialties include Employee Relations, Regulatory Compliance, Performance Management, Training, Recruiting, Organizational Development.

## Answers to Compensable Factors

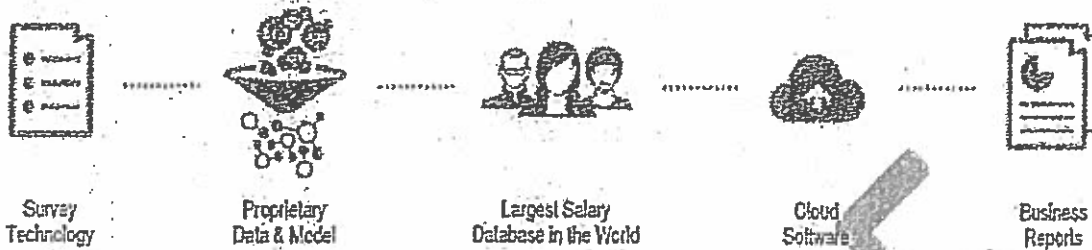
Ordered by matching precedence

1. PayScale Job Title: Senior Human Resources (HR) Generalist
2. Location: Green Bay, Wisconsin Metropolitan Area
3. Years Experience in Field/Career: 5
4. Organization Type: Government - State & Local
5. Industry: -Not Specified-
6. Certification/License: Skipped
7. Degree: Bachelor's Degree
8. Signing Authority: No
9. Avg. Size of Competing Organizations: 1700
10. Government Contractor: -Not Specified-
11. Skill/Specialty: Employee Relations, Regulatory Compliance, Performance Management, Training, Recruiting, Organizational Development
12. Supervisory Role: No

## Report Stats

Report date: January 29, 2018  
Effective date: December 30, 2017  
Algorithm version: 2017.12  
Profiles analyzed: 1,350  
Report rating (1 to 5): 5.0. Pay is highly consistent for this job in this labor market. Use this report with confidence.

## Methodology



### Data Collection

At PayScale, we administer the largest real-time salary survey in the world with more than 250,000 new survey records being added every month for positions from every industry, company size and location. Our database of more than 55 million salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available.

We collect data 24/7/365 from visitors to our website, [www.payscale.com](http://www.payscale.com). They come for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions.

### Data Validation

#### Data Filtration

Profiles are reviewed using advanced, patent-pending algorithms to check for outliers or illogical data sequences before being used in our reports. Any data profile deemed questionable, incomplete, outside expectations or duplicated is discarded and not used in calculating compensation.

#### Defend Against Attempts to "Stuff the Ballot Box"

Our validation algorithm automatically detects and rejects excessive data coming from any one person or IP address.

#### Standardize the Data

You say "computer programmer," I say "software developer." PayScale technology normalizes data across multiple attributes to recognize that we're talking about the same job.

#### Data Accuracy

Our research has shown that our market data is not only within expected ranges, but is more accurate than reports from other data providers. This is because the reported data is more precisely matched to both the type and size of organization, and the skills and experience of the position.

### Data Analysis and Reporting

Individual profiles are maintained in our database in their entirety, preserving the detailed data points that make each record unique. Our software does not modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help you avoid the shortcomings of traditional surveys that use "averages of averages" or "surveys of surveys" approaches to market data reporting.

### Market Match™

The MarketMatch™ algorithm looks at more than 250 compensable factors and the relationships between those factors when finding the ideal matches for positions. For example, it has the intelligence to identify the facts that most employers pay more for employees with more experience or who are located in large urban areas. Even with as much data as we have (more than 15,000 job titles), there can still be gaps and in those cases, MarketMatch makes sophisticated mathematical predictions to get the answers you need.