

**PROCEEDINGS OF THE BROWN COUNTY
EXECUTIVE COMMITTEE**

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the Brown County Executive Committee was held on Monday, February 12, 2018 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Lund, Supervisor Schadewald, Supervisor Moynihan, Supervisor Van Dyck, Supervisor Erickson, Supervisor Buckley, Supervisor Hoyer

Also Present: Corporation Counsel Dave Hemery, Human Resources Director Kathryn Roellich, UW Extension Director Judy Knudsen, Internal Auditor Dan Process, County Clerk Sandy Juno, Public Works Director Paul Fontecchio, Supervisor Norb Dantine, Supervisor Dave Landwehr, Director of Administration Chad Weininger, other interested parties

I. Call meeting to order.

The meeting was called to order by Chair Lund at 5:30 pm.

II. Approve/modify agenda.

Motion made by Supervisor Erickson, seconded by Supervisor Schadewald to delete Item 7 and move Item 12 to follow Item 20 and approve as amended. Vote taken. **MOTION CARRIED UNANIMOUSLY**

III. Approve/modify Minutes of January 8, 2018.

Motion made by Supervisor Moynihan, seconded by Supervisor Hoyer to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

Comments from the Public: None.

1. Review Minutes of: None.

Legal Bills

2. Review and Possible Action on Legal Bills to be paid.

Motion made by Supervisor Moynihan, seconded by Supervisor Schadewald to pay the legal bills. Vote taken. **MOTION CARRIED UNANIMOUSLY**

Communications

3. Communication from Supervisor Becker re: Form an ad hoc committee to examine redistricting process. *Held for one month.*

Motion made by Supervisor Erickson, seconded by Supervisor Buckley to receive and place on file. Vote taken. Ayes: Erickson, Buckley, Van Dyck, Lund, Moynihan, Schadewald Nay: Hoyer. **MOTION CARRIED 6 TO 1**

4. Communication from Milwaukee County Clerk re: Draft Legislation Potentially Impacting County Government.

Lund explained this is a bill to give radical powers to County Executives throughout the state in counties over a certain size and would pretty much eliminate the powers of the County Board.

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to forward to Corporation Counsel to draft a Resolution to send to the northeastern Wisconsin representatives and the Governor stating Brown County is not in favor of this legislation. Vote taken. **MOTION CARRIED UNANIMOUSLY**

Resolutions, Ordinances

5. Resolution in Support to Alternate Options for Absentee Voting.

County Clerk Sandy Juno provided a handout, a copy of which is attached, regarding this. This came about because populous counties and municipalities have a hard time processing all of the absentee ballots on Election Day. The alternate method would allow an in-person absentee voter in the Clerk's office to put their ballot into the tabulator to scan the data rather than putting it in an envelope that gets sorted numerous times prior to and on Election Day. The ballots would remain safe in the tabulator and no results would be reported until the polls close on Election Day. This process would avoid the problem of getting all of the absentee ballots opened and processed on Election Day. Each municipality would need to create an Ordinance allowing this process and the security would have to be approved by the Elections Commission before implementation.

Supervisor Van Dyck asked if there was any chance of rolling back the absentee process to the way it used to be which was for purposes of someone being out of town or a few other reasons. Absentee voting has greatly increased and this will continue to be more and more of an issue moving forward. Juno said it would be up to the municipalities to decide what period they would use this process and it would also be contingent upon programming being done. When the Clerks originally put this forward, they were looking at using this process starting about two weeks before the election. Absentee voting is a national trend and reflects the way our current society is.

Supervisor Moynihan said as a municipal clerk/treasurer he wholeheartedly endorses this.

Motion made by Supervisor Hoyer, seconded by Supervisor Schadewald to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

6. Resolution regarding Reclassification the LTE-Garden Blitz Coordinator Position in the UW-Extension Table of Organization, and Amending the Position Description.

UW Extension Director Judy Knudsen said the UW Extension partners with NEW Leaf, Inc. each spring to build a number of raised garden beds which are sold or donated to low income households. This program needs a coordinator and NEW Leaf is willing to put in a small amount of money to help pay for it and they asked for the position to be paid \$9.00 per hour, but then realized that was too low. This Resolution is to change the Table of Organization for this position from \$9.00 per hour to \$12.00 per hour.

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

7. Resolution Authorizing the Purchase and Sale of Real Estate.

This Item was removed from the agenda; see action at Item 11 above.

8. Resolution re: Public Works Rule PW-10 (Specialty Pay) with Overtime Pay Retroactive to 01-01-2018 Provision and WITH Critical Revenue Provision.

Motion made by Supervisor Erickson, seconded by Supervisor Schadewald to approve. *Motion withdrawn; no vote taken.*

Corporation Counsel Dave Hemery said Public Works Director Paul Fontecchio and Human Resources Director Kathryn Roellich worked to come up with the internal managerial policy with regard to work in the Public Works Department. This Resolution as well as the Resolution at Item 9 contains a provision that any overtime pay pursuant to the policy would be retroactive to January 1, 2018. The Resolution *with* the critical revenue provision would dictate that Fontecchio would have to keep employees working after 40 hours if there is critical revenue generating work to be done. The Resolution *without* the critical revenue generating work provision would allow Fontecchio to keep his managerial discretion to decide if he should send employees home after 40 hours.

Supervisor Erickson informed he had a lengthy talk with Fontecchio regarding this and he does not feel the Resolution *with* the critical revenue provision will hold much water and we should approve Item 9. Erickson continued that this boils down to a common sense factor and if there is revenue generating work to be done, they

will keep the people. He recommended receiving and placing on file Item 8 and approving Item 9. *At this time Erickson withdrew his earlier motion on this Item.*

Fontecchio feels the Resolution at Item 9, *without* the critical revenue provision, is the way to go. He informed most of the time they will not be in a situation where they are looking at sending guys home, but it could happen if there was a really rough winter with not a lot of plowing and salting which then comes down to chewing through the revenue streams faster. Revenue is great and they try to get as much as they can, but the flip side to that is when they have a giant year and are in over budget, it does not make sense to keep guys around if there is not critical revenue generating work. Item 9 would give a little more flexibility. Hemery also recommended Item 9 be approved as he would like to see the discretion of sending employees home remain with the manager unless there appear to be problems which is not the case here.

Motion made by Supervisor Erickson, seconded by Supervisor Buckley to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

9. **Resolution re: Public Works Rule PW-10 (Specialty Pay) with Overtime Pay Retroactive to 01-01-2018 Provision and *WITHOUT* Critical Revenue Provision.**

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

10. **Resolution Supporting Senate and Assembly Bills regarding Additional Assistant District Attorney Positions. *Referred from January County Board.***

Motion made by Supervisor Schadewald, seconded by Supervisor Hoyer to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

11. **Ordinance to Amend Section 4.49 (Entitled "Extra Pay") of Chapter 4 of the Brown County Code of Ordinances. *Motion at Exec: To send back to appropriate committees to be discussed and make all department heads affected aware of this and then come back to Executive Committee; Referred from January County Board.***

Roellich informed this has now been before each of the standing Committees and they have all approved the language contained in the agenda packet. Supervisor Buckley asked if these provisions are retroactive back to January 1, 2018 and Roellich responded that the Ordinance is not written that way. Buckley feels in light of the fact that the Highway workers were just granted benefits back to January 1, 2018, this should be the same. A question was raised as to what the fiscal impact would be to make this retroactive to January 1, 2018. Roellich responded that she has calculated that previously and provided a handout with the calculations, a copy of which is attached.

Hemery explained Section 4.49 Extra Pay says that for each different type of pay, policies are set by the departments and HR and each policy will include language that says "in accordance with Human Resources approved departmental policy". If the Committee or the Board sees an issue in a policy, it would be their prerogative to modify the language.

Supervisor Schadewald asked what employees have been paid from January 1, 2018 to the present for overtime. Roellich responded employees are being paid according to the FLSA which is that they have to work 40 hours prior to being paid overtime. Schadewald asked if anyone would be losing overtime with this change. Roellich explained that the change to the Ordinance made during the budget process where language was eliminated that overtime was calculated based on vacation and holiday was effective January 1. Overtime has been paid in accordance with the law for hours worked in excess of 40 hours per week for non-exempt employees. What is before the Committee tonight is provisions for additional pay that would be put in place outside the overtime provision.

Schadewald asked who would recalculate this if it was made retroactive to January 1. Roellich responded that payroll would be responsible for those calculations. Buckley recalled when there used to be contracts, it would take several months to figure out the back pay, especially if they were a few years behind in the contracts. In this situation, we are only talking about going back a couple months, but he feels this will create problems with

employees if some departments get their benefits retroactive back but other departments like the jail or CTC do not get theirs retroactive. Buckley said we have to think of all employees, not just one group and treat everyone the same. Lund indicated language could be added to make this retroactive to January 1. Hemery reminded this is regarding pay, not overtime. Roellich said overtime would not need to be recalculated, but Buckley disagreed because if they would be making more with the incentives, then overtime would have to be recalculated as well.

Van Dyck said with regard to the Highway Department, the change made on January 1 took something away. Roellich agreed and said that was the elimination of overtime calculated on overtime and holiday pay and this change affected not only the Highway Department, but all of the other 24/7 operations. Van Dyck asked if employees will be losing anything by not going retroactive because it appears to him that a lot of these things are changes to the positive that they would have not gotten otherwise. Roellich agreed that these are positives and explained that when language was eliminated on overtime on vacation and holidays, one of the things she heard in meetings and in talking was staff was that that was not addressing some of the real issues in the departments. She talked with each department and worked with them to identify the areas that caused difficulties and they tried to address those things with this.

Van Dyck asked if there is a difference in implementation dates of what was just done for the Highway Department to this group. Roellich said for consistency purposes she would say no, but for fiscal reasons she would say yes. Van Dyck asked if what is being proposed is for this year only or if it is the intention to include these in the budget in the future. Hemery explained these would be the standard internal policies regarding extra pay and they have been agreed upon by HR and the department heads and these policies would continue in effect unless and until they are changed. Because the departments are all unique with distinct and different needs, it was felt that it made sense for each department to have its own policy but not to have them set by the County Board to alleviate every small change having to go through the standing committee and County Board which takes a few months. The flexibility to set the internal policies is with the department heads and HR and then any fine tuning is done by the County Board. Hemery continued that an ordinance could be put into effect with regard to these incentives to make them all retroactive, but as pointed out by Buckley, this would require a great deal of bookkeeping because there are so many categories. He did agree with Buckley that it should be consistent and either all or none should be retroactive.

With regard to Buckley's initiative to make this retroactive, Moynihan suggested adding language that states "retroactive to January 1, 2018" at the end of Section 2 of the Ordinance so that section would read as follows, "This Ordinance Amendment and Creation shall become effective upon passage and publication pursuant to law, retroactive to January 1, 2018."

Motion made by Supervisor Buckley, seconded by Supervisor Erickson to add language to Section 2 of the Ordinance making it retroactive to January 1, 2018. Vote taken. Ayes: Buckley, Erickson, Lund, Moynihan, Schadewald, Hoyer Nay: Van Dyck MOTION CARRIED 6 to 1

Van Dyck understands the intent of this, but said he is going to vote no because it is asking payroll to go through a lot of hoops to get this calculated. He understands there is discrepancy in the departments, but all of the things that are on the list provided by Roellich are new incentives and he does not feel we need to go backwards with the new things. The only area he feels theoretically we should go backwards on is the overtime ones, but it would be difficult to pick and choose what to make retroactive and what not to and asking payroll to go through and recalculate all of this back to January 1, 2018 is crazy and he is not in favor of it.

Buckley said what really bothers him is that this was all taken care of by the Public Safety Committee before the end of last year and approved at the January 3, 2018 meeting. It then went to Executive Committee and County Board and was sent back due to the Highway Department, and now they are the only ones getting this retroactive. He feels making this retroactive for the Highway Department and not everyone else, when Highway was the reason for the hold up in the first place, sends the wrong message and he has a big problem with that and is not in favor of it. In addition, payroll's job is to calculate the payroll and although it may take a month to get this done, it can be done.

Supervisor Hoyer said we have been working on this for several months and we want to make sure it is right. He feels we took the time to make sure it is right and the employees should not be punished for that. If this had been approved last month it would have been only a few weeks that needed to be recalculated. He also agreed that it is payroll's job to look at that and it will not be too complicated to recalculate because this will be the new paradigm.

Schadewald asked where the retroactive money would come from. Director of Administration Chad Weininger said the money would come from the funds set aside for the class and comp. Weininger said the class and comp money will be calculated retroactive as well because in the future the exact same amount will have to be budgeted for to avoid creating a structural deficit.

Van Dyck said many of these things are not just for hourly pay. There are a number of other things such as additional time off and incentives for "difficult to fill scheduling hardships". He feels asking payroll to recalculate this is asking the impossible and when it is done, people will start complaining and this will open a huge can of worms. He would be agreeable to recalculation of overtime, but not the rest. In addition, a number of these proposals apply to raises under the class and comp which is correcting a problem and he does not feel we need to go back on those either.

Motion by substitution made by Supervisor Erickson to make only overtime pay retroactive back to January 1, 2018. No second, no vote taken.

Schadewald asked Roellich what payroll can or cannot do because he agrees with Buckley in that payroll should be able to eventually figure this out. He also agreed with the situational situations Van Dyck talked about and asked how those would be handled. Roellich responded that those situations would be difficult to calculate. Some of the information is tracked by the various departments and she would have to work with the department head or someone else in the department to figure out things like who would be eligible for premium pay for picking up extra shifts. Some of the other situations will not be as complicated to calculate but she cannot swear with 100 percent accuracy on things like people coming in and picking up shifts. Lund understood what Roellich was saying, but feels a good faith effort should be made.

Weininger noted this could lead to a number of problems that could result in complaints being filed with the State that the County would then have to defend. Hemery added that they just made the electricians retroactive and there were issues with calculations. Those issues were fixed and then they complained again. That applied only to a handful of individuals, but what we are talking about with 4.49 involves a much larger number of employees over many different differentials, including many that are subjective. These are things the County can be sued over.

Buckley asked if these can be reviewed by staff to see what applies and what does not apply. Roellich said a number of these things theoretically can be entered into the system and applied, but there are some that would be much more complicated and could raise the issue of inequitable pay as noted by Weininger and Hemery. Schadewald asked if before the next County Board meeting, Roellich could figure out the areas that are clean versus those that are more subjective. Roellich noted she could do that. Schadewald said he would support going retroactive for those that make sense, are reasonable and good for the County and its employees.

Moynihan brought up the option of making this Ordinance effective March 1, 2018 and then reconsidering Item 9 to also make that effective March 1, 2018. He noted that he is not in favor of this but felt it would be clean.

Motion made by Supervisor Schadewald, seconded by Supervisor Moynihan to approve as amended. Vote taken.
MOTION CARRIED UNANIMOUSLY

12. **An Ordinance Amending Sections 4.25 and 4.315 of Chapter 4 of the Brown County Code of Ordinances. *Motions at Exec: To refer Section 4.25 to Corporation Counsel to make changes and bring back to the next Executive Committee meeting; That internal applicants interviewing for positions may utilize benefit time for interviews; To approve Section 4.40, Nepotism; Referred from January County Board.***

Although shown in the proper format here, this Item was taken following Item 20.

Hemery said this provides that all employees must use available benefit time for time spent interviewing in the County, whether in their own department or another County department. He suggested the Committee direct Corporation Counsel to draft a clean, stand-alone version.

Motion made by Supervisor Moynihan, seconded by Supervisor Hoyer to refer to Corporation Counsel to draft a clean, stand-alone Section 4.315. Vote taken. MOTION CARRIED UNANIMOUSLY

13. An Ordinance to Amend Subsections 2.13(4)(h) AND (i), AND (5)(a) AND (f), Of Chapter 2 of the Brown County Code of Ordinances. Motion at Exec: To approve; Referred from January County Board.

Lund said several Supervisors wanted part of this Ordinance modified with regard to closed sessions. Hemery said this was referred back from the January County Board meeting with a request to amend the first sentence of Section 1 (4) to read as follows: "Any item that has been tabled or held appearing on a committee meeting agenda may not be taken up by the County Board at the next regularly scheduled Board meeting following said committee meeting."

Lund said the intent was to get rid of the closed sessions on the County Board agenda. Moynihan agreed and said citizens may think it will be discussed, but then it ends up being struck because there was no action at the committee level.

Hemery said the Ordinance at Section 1(4) provides that the only way a closed session from a committee meeting would be put on the County Board agenda is if a Supervisor asks for it 48 hours prior to the County Board meeting. Hemery suggested the addition of the word "only" be added to the language to make it clear that request can only be made by a Supervisor and not anyone else.

Schadewald asked Moynihan if his intent was that closed sessions that did not take place at the committee level not appear on the County Board agenda. Moynihan confirmed that was his intent and said the way it is now, if there is a closed session listed on a committee agenda, it also has to be included on the County Board agenda, even if there was not any action. This could lead the citizenry to think there will be action, but then Moynihan will end up saying the item is going to be deleted from the County Board agenda.

Schadewald asked about a consent agenda and Moynihan said the only way to do that would be to get rid of all the reports on the County Board agenda but that is not something that would likely happen in this County.

Van Dyck said if the County Board is only to deal on items that action has been taken on and we define action as not including receiving and placing on file, that would eliminate a great deal of the verbiage that is included on the County Board agenda. He feels receiving and placing on file is a useless motion and if it is defined as not being an action and is not pullable, it could be eliminated from the County Board agenda

Hemery proposed the first sentence of Section 1(4)(h) read as follows, "Any item appearing on a committee meeting agenda that has been acted upon may be taken up by the County Board at the next regularly scheduled meeting. Acted upon does not include receiving and placing on file, tabled or held". That would keep anything that has been acted on at the committee level on the County Board agenda, but if something was tabled, held or received and placed on file it would not be on the County Board agenda. A provision could still be added that a Supervisor can ask for something to be included on the County Board agenda within a certain period. This would keep the vast majority of items that have not been acted on from appearing on the County Board agenda.

Lund suggested striking the first sentence of Section 1(4)(h). The committees would hold more power this way. If a Supervisor is very interested in something, they should go to the Committee meeting or Executive Committee meeting to say what they need to say.

Moynihan said the intent is to tighten up the County Board agenda and get rid of the closed session language and asked Hemery if deleting the first sentence as Lund suggested would take care of what we want to do. Hemery said he would have to do some further research, but he felt it probably would. Van Dyck asked if the first sentence were to be deleted, if a Supervisor would or would not be able to pull an item. Moynihan said they would still be able to

pull an item from the report based on Chapter 2. Van Dyck said deleting the first sentence would have the same results of preventing anyone from pulling an item. Hemery agreed and suggested that striking the underlined verbiage in that sentence would be more appropriate.

After considering all of the comments made, Hemery suggested the following language: "Any item, other than a closed session item that has not been acted upon appearing on a committee meeting agenda may be taken up by the County Board at the next regularly scheduled Board meeting following said committee meeting. Any closed session item listed on a county committee meeting agenda for the month shall be placed on the following Brown County Board regularly scheduled meeting agenda following said committee meeting only at the written request of a county Supervisor at least 48 hours prior to the scheduled Board meeting." Hemery would also include a definition of *action* and it was also suggested to add language that the written request needs to be made to the County Board Chair or Vice Chair in the Chair's absence.

Motion made by Supervisor Buckley, seconded by Supervisor Moynihan to approve with the changes described by Corporation Counsel. Vote taken. MOTION CARRIED UNANIMOUSLY

14. Internal Auditor Report

a) **Status Update: January 1 – January 31, 2018.**

Motion made by Supervisor Buckley, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Corporation Counsel

15. Corporation Counsel's Report.

Hemery informed a hearing will be held on the County's motion to dismiss the sales tax lawsuit before Judge Atkinson on February 20 along with the BCTA'S motion for injunction.

Hemery also had some updates with regard to his office staffing. Deputy Corporation Counsel Greg Gerbers has decided to take the vacant Risk Manager position. A big duty of the Risk Manager position is to review contracts and now that an attorney is in that position, he is able to review the contracts without forwarding them on to Corporation Counsel which will help alleviate some of the work in Corporation Counsel. Hemery has interviewed and made an offer to someone to fill the vacancy left by the Deputy Corporation Counsel and he is hoping to have the position filled in about three weeks. He also informed that one of the paralegals in the department is currently out on medical leave, but the other paralegal is taking on the extra responsibilities.

Motion made by Supervisor Schadewald, seconded by Supervisor Hoyer to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Human Resources

16. Turnover Reports.

Motion made by Supervisor Moynihan, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

17. Department Vacancies Report.

Motion made by Supervisor Erickson, seconded by Supervisor Hoyer to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

18. Health & Dental Plan Reports.

Roellich informed 2017 closed out at about \$3 million dollars short on the health insurance as expected.

Motion made by Supervisor Schadewald, seconded by Supervisor Buckley to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

19. Approval to Issue Health Benefit Consultant RFP.

Roellich recalled an RFP for a benefits consultant was put out last year but there were no successful bids. The RFP has been re-evaluated and some revisions have been made which are included in the RFP in the agenda packet. They would like to get this sent out soon so they have time to prepare for open enrollment.

Hemery said the RFP has been modified taking into consideration the concerns of the Sheriff's Department last year. This is not purely a low bid contract; it allows some discretion to consider other things such as incentives. It also allows for presentations by interested bidders. Buckley questioned if the County really wants to take someone on who is taking incentives from different providers. Hemery responded that the vast majority of providers do that and reiterated that this RFP would allow consideration for those who do not take incentives.

Weininger added the RFP was written in a way to choose the best qualified candidate and then we can figure the incentive in payout after. The goal is to figure out a plan that best meets the needs of the employees and is also conservative and affordable. The way the last RFP was written prohibited that from happening because it was based on lowest bid. The currently proposed RFP opens it up and we should be able to get more people interested in it which should put us in a much better position. Weininger noted the time frame on this is very short because he needs the consultant to start working on 2019 budget numbers.

Buckley asked what happened to the last RFP and the objection. Roellich responded the bidders were disqualified because they did not meet the requirements for the RFP which resulted in no qualified candidates. Weininger also added that there is an appeal process associated with these so if someone did not like it, they had the ability to go through the outlined appeal process. Hemery added that he believes this proposed RFP takes into consideration all of the earlier concerns.

Motion made by Supervisor Schadewald, seconded by Supervisor Hoyer to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

20. An Ordinance to Amend Section 4.25 (Entitled "Policy") of Chapter 4 of the Brown County Code of Ordinances.

Hemery said at Schadewald's urging, he has dug into the issue of gender identity and transgender status. As indicated at the last meeting, these are not protected classes, however, the EEOC which is the agency tasked with enforcing employment discrimination laws consider gender identity and transgender issues a subclass of sex discrimination. The DOJ disagrees with that, but the EEOC is the agency that enforces and files suit and they have collected over \$23 million dollars doing that since 2013. Hemery referred to the Federal Court Decisions Supporting Regarding Transgender Individuals contained in the agenda packet and noted this has spilled over to some Federal Courts that have upheld that transgender is a subpart of sex discrimination. He also referred to the other documents contained in the agenda packet, including one entitled Wisconsin Fair Employment Law that lists all of the categories for which it is illegal to discriminate and sex is the first one on the list.

Based on Hemery's review of this matter, he has modified the Ordinance to amend Section 4.25. The categories in the Ordinance include all of the categories that are included on the Wisconsin Fair Employment Law poster that is required to be posted in workplace environments. He said we do not need this to say *including gender identity* after sex, but if we were to discriminate based on gender identity, the EEOC could sue the County. This could go to Federal Court and there are decisions out there that say we cannot discriminate based on gender identity. Hemery feels it is important to include the words *including gender identity* so that people who carry out these policies understand that that is now the law. The DOJ can have a difference of opinion but Hemery is more concerned with what Federal Courts are doing. Hemery wants this language included in the Ordinance so department heads are aware that it is not a choice; they cannot discriminate based on gender identify.

Schadewald said the intent at Administration Committee was to protect the taxpayers of Brown County from lawsuits and to educate department heads. He understands people do not want to have too much in the

Ordinance, but if we do not include enough and we get sued, a great deal of money is going to be spent defending a lawsuit. He supports this for those reasons.

Moynihan recalled discussions at the last meeting of getting rid of the minutia and simply saying we do not discriminate pursuant to State and Federal laws. Hemery said he felt it was important for people to know a little about what the law is. A blanket statement will not help HR or a department heads to know what the protected classes are. Lund added that if someone does threaten to sue and the language is not included, it could be said that perhaps the department head did not know what the law is, but having the language included would alleviate that argument.

Buckley feels if we are getting into adding gender identify into the ordinance when we are not required to, we need to start thinking about how to modify County buildings to accommodate facilities for transgender employees. Hemery said that knowing this is the law at this time it should not matter if it is written in the ordinance or not because we know it is the law. Lund said there is nothing in the federal law that states there needs to be different bathrooms; there just have to be accommodations for employees to go to the bathroom.

Schadewald said what we need to determine is if we want to have a policy that informs department heads what the current rule of law is or not. Cases are anecdotal and there are cases where an employer had to do something, but the fact is, they had to do something after a lawsuit. His understanding when talking about transgender is that at any point any of our current employees could decide they are transgender. He does not see any reason to not have the law reflected in our policy. Hemery said the County has to make reasonable accommodations if requested but in some instances it may be better not to include too much. The Committee agreed and felt the blanket statement that was talked about earlier is probably the way to go.

Motion made by Supervisor Schadewald, second by Supervisor Hoyer to approve. Vote taken. Ayes: Schadewald, Hoyer, Van Dyck, Erickson, Lund, Moynihan Nay: Buckley MOTION CARRIED 6 to 1

21. Director's Report.

Roellich informed the two year terms on the Benefits Advisory Committee are coming up in April. Moynihan indicated he is the County Board representative on that Committee but is unable to attend the next meeting. He suggested Roellich may wish to wait until after the new board is elected to see if any other Supervisor would like to be part of that Committee.

Roellich continued that the class and comp is moving forward. She provided a handout, a copy of which is attached that outlines the next steps. The position descriptions have been completed and sent to the Pay Scale site and they are benchmarking positions which means they are matching them to the market data. When that is complete HR will send out a job summary to the department heads along with other information and the department heads will be asked to be review and indicate if the information provided is accurate or not accurate. The job summary will be the information provided by Pay Scale and what the bench marking and matches and pay will be established on and they want to match 70% or greater. The last page is the methodology used which will be the same for all positions. Roellich said there will be no appeals or reversals. It will be reviewed by management and once they reach agreement it will be done.

Schadewald added that as this process continues, if any Committee would like reports from Roellich or has issues, they should bring them forward right away so this is handled in a proactive way and not a reactive way. Roellich added that she will be putting together a Power Point that will be put on the shared drive for staff to review so they can get standard information of the process. The goal is to have something final in June to present at the July County Board meeting.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Department of Administration

22. Director of Administration's Report.

Weininger informed administration is currently closing the books for 2017 and the problem areas will be similar to those in 2016. With regard to the Highway Department, Weininger said it is more of a cash flow issue and as soon as the asphalt plant is paid down this should improve. They should be okay for the next two years and then things should improve. With regard to the CTC, Weininger said this has been a long standing issue and they will probably finish 2017 at about \$2.3 million dollars negative. There have been some discussions about going out for RFQ to start looking at the operating system. There were some bad models and assumptions made a while back and things are just not working as well as they should be. Lund noted the County is providing some services that are not mandated and people need to know that that is part of the reason the numbers are negative. Weininger said they have been adding to the CTC, but the other part of that is that the funding model has to work and that is something they will be looking at. The other problem area is the health insurance fund and Weininger indicated we will be over budget in 2017 by about \$3.5 million dollars which will leave a negative balance. The numbers budgeted for 2018 should hold that off and if we make small increments moving forward we should be okay.

Weininger said moving forward we are pretty much at the levy limits. There is a little bit of capacity, but not much. In looking at the net new construction over the last five years we are looking at about \$900,000 to \$1.1 million which is not a lot with close to a \$300 million dollar budget, especially with things like the Sheriff's Department overcrowding and the health insurance. In moving forward, we are going to have to be a little more cognizant of spending and internal operations and prioritization for the next six years while the sales tax is in effect. He is not saying this is doom and gloom, there is some ability and moves to make, but we will not be able to absorb large amounts of money in things like additional programming.

Weininger said it looks like the Sheriff's Department will be finishing the year with a negative of \$700,000 which is related to overtime at the jail and transporting inmates to other counties. The Clerk's office is roughly about \$97,000 negative, the Medical Examiner's office is about \$59,000 negative and UW Extension is about \$16,000 negative. This information should not come as a surprise because we have been talking about it for a while.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to receive and place on file. Vote taken.
MOTION CARRIED UNANIMOUSLY

County Executive

23. County Executive's Report.

No report; no action taken.

Other

24. Such other matters as authorized by law. None.

25. Adjourn.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to adjourn at 7:35 pm. Vote taken.
MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Administrative Specialist



305 E. WALNUT STREET, ROOM 120
P.O. BOX 23600
GREEN BAY, WI 54305-3600

SANDRA L. JUNO
COUNTY CLERK

PHONE (920) 448-4016 FAX (920) 448-4498

juno_sl@co.brown.wi.us

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.

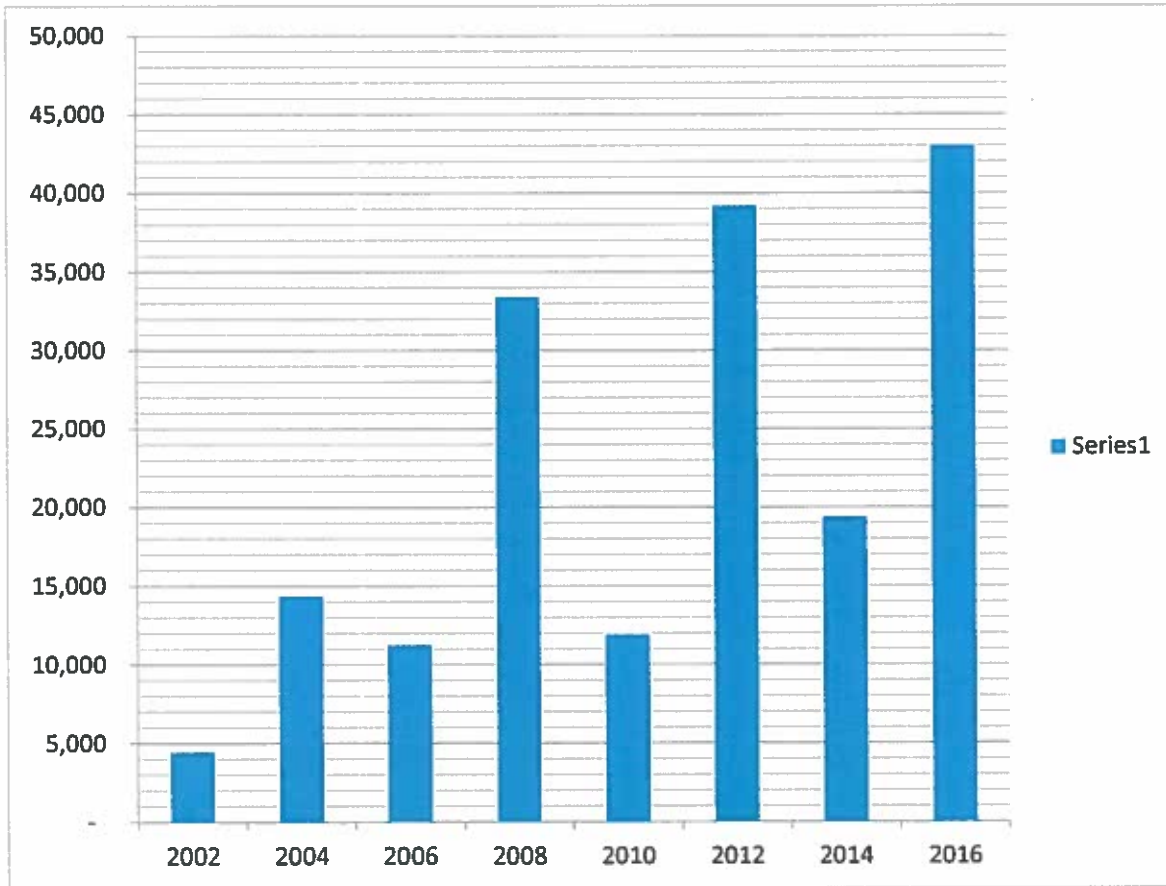
Absentee voting will continue to increase in the future due to media attention, political rallies, direct mail, and phone communications. Candidates and special interest groups urge electors to vote early in order to 'bank' votes. No excuse absentee voting is successful and reflects modern voting practices. 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



Summary of costs: OT calculated on Vac/Hol vs. Specialty/Extra Pay

Department	2017 Est. Annual	2018 Proposed	Difference	2018 Levy	2018 Non-Levy
Airport	\$2,438.14	\$2,170.00	-\$268.14		\$2,170.00
Child Support	\$1,555.03	\$0.00	-\$1,555.03		
Clerk of Courts	\$676.75	\$0.00	-\$676.75		
Community Programs - Shelter Care	\$12,386.58	\$10,445.50	-\$1,941.08	\$10,445.50	
Community Treatment	\$64,319.96	\$55,000.00	-\$9,319.96	\$55,000.00	
Conservation	\$272.68	\$0.00	-\$272.68		
County Board	\$0.00	\$0.00	\$0.00		
County Clerk	\$482.48	\$500.00	\$17.52	\$500.00	
County Executive	\$101.80	\$0.00	-\$101.80		
District Attorney	\$794.06	\$0.00	-\$794.06		
Facilities	\$8,187.91	\$6,822.40	-\$1,365.51	\$6,822.40	
Golf Course	\$600.85	\$0.00	-\$600.85		
Health	\$663.39	\$0.00	-\$663.39		
Highway	\$38,083.78	\$59,846.63	\$21,762.85		\$59,846.63
Human Resources	\$963.78	\$0.00	-\$963.78		
Medical Examiner	\$0.00	\$4,368.00	\$4,368.00	\$4,368.00	
NEW Zoo	\$1,001.48	\$0.00	-\$1,001.48		
Parks	\$3,657.13	\$2,624.00	-\$1,033.13	\$2,624.00	
Planning	\$140.66	\$0.00	-\$140.66		
Public Safety	\$48,198.61	\$18,060.80	-\$30,137.81	\$18,060.80	
Resource Recovery	\$399.88	\$0.00	-\$399.88		
Sheriff - Jail Division	\$192,319.20	\$119,325.60	-\$72,993.60	\$119,325.60	
Tech Services	\$138.61	\$0.00	-\$138.61		
Treasurer	\$0.00	\$1,207.50	\$1,207.50	\$1,207.50	
Totals	\$374,944.64	\$280,370.43	-\$97,012.35	\$218,353.80	\$62,016.63

Subtotal	\$374,944.64	\$280,370.43	-\$94,574.21	\$218,353.80	\$62,016.63
FICA tax (7.65%)	\$28,683.26	\$21,448.34	-\$7,234.93	\$16,704.07	\$4,744.27
WRS (6.7%)	\$25,121.29	\$18,784.82	-\$6,336.47	\$14,629.70	\$4,155.11
Total	\$428,749.20	\$320,603.59	-\$108,145.61	\$249,687.57	\$70,916.02

Department	Pay Type	Positions	Total	Levy	Non-Levy	Dept. Total	Notes
Airport	Standby	Non-exempt who meet this provision	\$2,170.00		\$ 2,170.00	\$2,170.00	Call-in pay: pay for employees called in outside of their regularly scheduled shift
County Clerk	Incentive	Chief Deputy	\$100.00	\$ 100.00			Other than elected officials, exempt staff working during elections will receive \$25/day incentive pay.
County Clerk	Incentive	Deputy County Clerks	\$400.00	\$ 400.00		\$500.00	If additional staff hours are required for a recount during a holiday week, non-exempt employees may receive \$25/day incentive.
Health & Human Svcs - CTC	Incentive	RN's and LPN's	\$15,000.00	\$ 15,000.00			Attendance Policy re-structure; allowing an employee an extra weekend day off for good attendance. Cost indicated is associated with coverage for staff absence.
Health & Human Svcs - CTC	Incentive	C.N.A.'s	\$15,000.00	\$ 15,000.00			CNA Incentive in nursing and activities depts. Bonus pay for staff to pick up shifts during difficult to fill scheduling hardships. This will create a positive impact on overtime and agency staffing needs as an offset as well.
Health & Human Svcs - CTC	Incentive	L.P.N.'s	\$10,000.00	\$ 10,000.00			LPN in nursing and activities depts. Bonus pay for staff to pick up shifts during difficult to fill scheduling hardships. This will create a positive impact on overtime and agency staffing needs as an offset as well.
Health & Human Svcs - CTC	Incentive	RN's	\$6,000.00	\$ 6,000.00			RN in nursing and activities depts. Bonus pay for staff to pick up shifts during difficult to fill scheduling hardships. This will create a positive impact on overtime and agency staffing needs as an offset as well.
Health & Human Svcs - CTC	Incentive	Dietary Food Service Workers and Cooks in nursing and activities departments	\$8,000.00	\$ 8,000.00			Dietary FSW and Cook incentives in nursing and activities depts. for bonus pay pick up shifts during difficult to fill scheduling hardships; This will a positive impact on overtime.
Health & Human Svcs - CTC	Incentive	Clinical Social Worker Therapist(s)	\$1,000.00	\$ 1,000.00		\$55,000.00	Master's degree Clinical Social Worker Therapist coverage during difficult to fill scheduling hardships
Jail	Incentive	CERT Members	\$16,380.00	\$ 16,380.00			Corrections Emergency Response Team Incentive
Jail	Lead Worker	Intake Corporals	\$54,600.00	\$ 54,600.00			Intake Corporal - Lead Pay
Jail	Lead Worker	Housing Corporals	\$26,208.00	\$ 26,208.00			Housing Corporal - Lead Pay
Jail	Lead Worker	Juvenile Supv.	\$3,120.00	\$ 3,120.00			Juvenile Supervisor - Lead Pay
Jail	Lead Worker	Training Corporal	\$3,120.00	\$ 3,120.00			Training Corporal - Lead Pay
Jail	Incentive	Corporals and Correctional Officers	\$15,897.60	\$ 15,897.60		\$119,325.60	Holiday Premium (Corporals and Officers) - Addt'l 1/2 time premium when employee works any hours outside of normally scheduled on a holiday.
Medical Examiner	Shift Differential	Non-exempt who meet this provision	\$4,368.00	\$ 4,368.00		\$4,368.00	Shift differential 6pm - 6am
Parks	Shift Differential	Non-exempt who meet this provision	\$1,536.00	\$ 1,536.00			Summer Weekend differential 12:01 Sat - 11:59 Sun
Parks	Shift Differential	Non-exempt who meet this provision	\$672.00	\$ 672.00			Winter Weekend differential 12:01 Sat - 11:59 Sun
Parks	Shift Differential	Non-exempt who meet this provision	\$416.00	\$ 416.00		\$2,624.00	Shift Differential 7pm - 6am
Public Safety	Standby	Telecommunicators	\$12,000.00	\$ 12,000.00			Cover week/on-call pay
Public Safety	Lead Worker	Lead Telecommunicators	\$849.60	\$ 849.60			Lead EE receive while doing training
Public Safety	Training Pay	Training Telecommunicators	\$5,011.20	\$ 5,011.20			Certified Training Officers addt'l pay while training
Public Safety	Standby	Telecommunicators	\$200.00	\$ 200.00		\$18,060.80	Extra Cover Week Coverage- Staff Shortage
Public Wks - Facilities	Shift Differential	Housekeeping staff	\$6,822.40	\$ 6,822.40		\$6,822.40	Change the night shift differential from \$0.18/\$0.36 per hour to \$1.00 per hour from 7 PM to 6 AM. This change addresses the low cost per hour differential and sets one rate instead of two for night work.

Department	Pay Type	Positions	Total	Levy	Non-Levy	Dept. Total	Notes
Public Wks - HWY	Lead Worker	Hwy Foreman/ Lead worker	\$12,480.00		\$ 12,480.00		Change the foreman/lead worker pay from \$1.00 per hour to \$2.00 per hour. This change addresses the current low cost of foreman/lead worker pay considering the responsibility the employee has in this position.
Public Wks - HWY	Premium/ Incentive	Hwy Crew	\$28,776.89		\$ 28,776.89		All hours worked outside of an employee's regular shift will be paid at time and one half their regular rate of pay regardless of the total number of hours worked in the week. This change addresses the compensation issues for the employees who are required to be available all winter for snow plowing. Currently employees who are called in on the holiday weeks or when they take vacation have to come in at straight time until they hit their 40 hours of time worked. The regular shift for highway crew, mechanics, and electrician is set at 7 AM to 3 PM, with the exception of the four night watchmen whose regular shift is from 11 PM to 7 AM.
Public Wks - HWY- Seasonal	Premium/ Incentive	Seasonal Crew	\$9,600.00		\$ 9,600.00		Same as above for Seasonal Employees.
Public Wks - HWY SUMMER	Premium/ Incentive	Hwy Crew	\$659.34		\$ 659.34		Employees called in for an emergency during Memorial Day week, Fourth of July week, and Labor Day week will receive compensation at time and one half their regular rate of pay for the emergency incident. This change addresses the compensation issues for the employees who may be called in for an emergency incident. Currently employees who are called in on the holiday weeks have to come in at straight time until they hit their 40 hours of time worked. Any additional costs associated with this work would be charged to the incident the department is responding to (state, individual, town, etc.). Compared to 2017 policy the differential cost would be zero.
Public Wks - HWY SUMMER	Shift Differential	Hwy Crew	\$3,744.00		\$ 3,744.00		Change the night differential pay from \$0.22/\$0.44 per hour to \$2.00 per hour from 7 PM to 6 AM. This change addresses the low cost per hour differential and sets one rate instead of two for night work. The WisDOT is requesting more night work on major highways such as I-41, I-43, and STH 172. We see night work on these roads increasing in the years to come.
Public Wks - HWY WINTER	Shift Differential	Night Watchman	\$4,586.40		\$ 4,586.40	\$59,846.63	There would be no night differential pay during Winter except for the four night watchmen who would receive the \$2.00 per hour night differential for their regular 11 PM to 7 AM shift.
Shelter Care	Shift Differential	Youth Support Specialists	\$2,036.70	\$ 2,036.70			Shift differential for staff working 1600-2200
Shelter Care	Shift Differential	Youth Support Specialists	\$5,080.80	\$ 5,080.80			Shift differential for staff working 2200-0600
Shelter Care	Shift Differential	Youth Support Specialists	\$3,328.00	\$ 3,328.00			Shift differential for staff working weekend 12:01 am Sat - 11 59 pm Sun
Shelter Care	Premium/ Incentive	On-call Youth Support Specialists	\$0.00	\$ -		\$10,445.50	Allow on-call staff to receive holiday premium (1.5 rate) similar to regular employees. No cost as we will pay this rate for whether it's for regular employees or on-call for holidays.
Treasurer	Premium/ Incentive	Account Clerk	\$472.50	\$ 472.50			1/2 time prem pay for weekends
Treasurer	Premium/ Incentive	Financial Specialist	\$252.00	\$ 252.00			1/2 time prem pay for weekends
Treasurer	Premium/ Incentive	Account Clerk	\$315.00	\$ 315.00			1/2 time prem pay for holidays

Department	Pay Type	Positions	Total	Levy	Non-Levy	Dept. Total	Notes
Treasurer	Premium/ Incentive	Financial Specialist	\$168.00	\$ 168.00		\$1,207.50	1/2 time prem pay for holidays
		Subtotals	\$ 280,370.43	\$ 218,353.80	\$ 62,016.63	\$ 280,370.43	
		FICA tax at 7.65%		\$ 16,704.07	\$ 4,744.27	\$ 21,448.34	
		Retirement at 6.70%		\$ 14,629.70	\$ 4,155.11	\$ 18,784.82	
		Totals		\$ 249,687.57	\$ 70,916.01	\$ 320,603.59	

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

Position:	Department:	
Department Head:	HR Analyst:	Date sent for review:

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 (DATE)**.

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

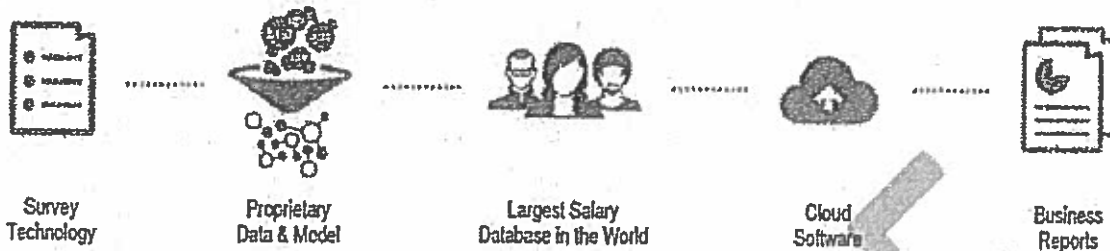
Report rating (1 to 5): 5.0. Pay is highly consistent for this job in this labor market.

Use this report with confidence.

EXAMPLE

21

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. 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.