

**CITY OF ELKHORN**  
**Human Resources**  
**First Floor Conference Room, 9 S. Broad Street, Elkhorn, Wisconsin**  
**September 25, 2013**

Chairman Brian Olson called the Human Resources Committee meeting to order at 5:00 p.m. followed by Roll Call.

**ROLL CALL**

Present: Aldermen Brian Olson, Gary Payson, Sr., James Boardman

Also present: City Administrator Sam Tapson, Fire Chief Rod Smith, Electric Utility Director John Murphy, Police Captain Jon Anzalone, City Clerk Darlene Igl.

**REVIEW OF COMPENSATION PLAN**

Optional pay structures were presented for review. The Committee generally was in favor of a two tier approach for those employees hired on or after January 1, 2014 as illustrated in "Appendix D". In addition, the Committee was in favor of annual adjustment in wages which reflects changes occurring among comparable municipal employers. Administrator Tapson suggested that an additional five or six municipalities be added as comparable communities. The Committee was in favor of expanding the sample and adding those suggested which were Baraboo, Portage, Reedsburg, Sparta, Monroe and possibly Stoughton. It was discussed that an annual survey of comparable communities will be completed in fall.

After review, the Committee agreed to further review "Appendix G" for incumbent personnel and discuss at the next meeting.

**ADJOURN**

Motion (Payson/Olson) to adjourn at 6:00 p.m.

Darlene Igl  
City Clerk