

Buffalo County Minutes

Committee/Board:

Human Resources Committee

Date of Meeting:

Wednesday, March 18, 2026

Mr. Steve Nelson called the meeting to order at 9:02 a.m.

Committee Members Present: Mr. Steve Nelson, Ms. Carol McDonough, Mr. Mike Taylor, and Ms. Mary Anne McMillan Urell. Mr. Nathan Nelson was excused.

Other Present for All or Part of the Meeting: Mr. Lee Engfer, Ms. Ana Rolbiecki, Sheriff Osmond, Ms. Julie Vollmer, and Ms. Lisa Schmitt. Ms. Tina Anibas, Ms. Leslie Sendelbach, Mr. Christopher Murray, and Ms. Danielle Schalinske attended virtually.

Public Comments Regarding Posted Agenda Items: None.

Previous Meeting Minutes: Ms. McMillan Urell made a motion to approve the previous meeting minutes, seconded by Mr. Mike Taylor. Carried.

Review/Discussion Regarding Updated Highway Commissioner Job Description: Mr. Engfer explained that minor modifications were made to the description to match state statutes. The consultant reviewed it and the Highway Committee supported the revisions made. Ms. McMillan Urell made a motion to approve the updated Highway Commissioner job description, seconded by Mr. Taylor. Carried.

Review/Discussion Regarding a Resolution to Establish the Total Annual Compensation for Certain Elected Officials of Buffalo County for 2027 through the 2030 Terms of Office: Mr. Engfer stated that a draft resolution was given to the committee for their review. Sheriff Osmond spoke and provided current 2027-2030 wage data for 17 out of the 20 comparable counties that Buffalo County uses. He asked for this data to be considered, instead of using historical data as was done previously. He proposed a salary of \$110,510 for 2027 which would be equal to the Highway Commissioner wage, with options over the following three years ranging from 3.5%-5.5% annual increases. The committee reviewed and discussed the information presented. Mr. Taylor made a motion to set the Sheriff's wage for 2027 at \$110,510, with a 3.5% lift for each of the next three years, seconded by Ms. McDonough. Discussion was held regarding how this will impact other elected positions and using current data from the comparable counties to be fair to those officials as well. Roll call vote: Ms. McMillan Urell-yes, Mr. Taylor-yes, Mr. Nelson-yes, Ms. McDonough-yes. Carried.

Ms. Vollmer spoke and provided current 2027 wage data from 18 out of the 20 comparable counties for the committee to review. She mentioned the difference in the Clerk of Court wage compared to the County Clerk, Register of Deeds, and Treasurer over the past several years. The past two years the wages for these positions have not matched because of the wage study, although they have historically. Ms. Vollmer is proposing to have her 2027 wage set at the 33rd percentile of the counties being compared, with a 3.5% lift for the following three years. Mr. Engfer stated that to be consistent with the Sheriff, this should be the 38th percentile, which would equal a proposed 2027 wage of \$83,383. Discussion was held about also using the 38th percentile in the future for the other group of

elected officials and that protocol should be established on how this is factored in the future. Ms. McDonough made a motion to set the 2027 wage for the Clerk of Court at \$83,383, with a 3.5% lift for the following three years, seconded by Ms. McMillan Urell. Roll call vote: Mr. Taylor-yes, Ms. McMillan Urell-yes, Mr. Nelson-yes, and Ms. McDonough-yes. Carried.

Mr. Engfer met with the Coroner, Cindy Giese, regarding the possibility of the County needing to hire a Medical Examiner in the future, instead of having a Coroner. He is in discussion with other counties regarding sharing this position, should it become necessary. Ms. Giese is proposing around \$10,500 for a starting wage in 2027. The coroner also receives a per diem of \$175, plus mileage. Mr. Engfer read some comparables from our standard 20 county list for those that have a coroner, along with information from other counties who are of a similar population. The proposed amount ranges from \$6,600 - \$7,265 over the four years, as our per diem is higher than what other counties pay. Discussion was held regarding the duties of this position. Ms. McDonough made a motion to set the 2027 wage at \$8,500 with a 3.5% increase for the next three years, seconded by Mr. Taylor. Roll call vote: Ms. McDonough-yes, Mr. Taylor-yes, Mr. Nelson-yes, and Ms. McMillan Urell-yes. Carried.

Human Resources Management Report: Ms. Rolbiecki reported that there are three Emergency Dispatcher/Detention Officer positions open. There has been some job shadowing done in the Sheriff's Office, but not much progress is being made. There was an offer for a Deputy Sheriff, and a background check is being done. The Health Insurance Advisory Group met last week. Six employees with a range of health insurance plan types are taking part in the group. The initial focus of discussion will be health insurance education.

Committee Chair Report: Mr. Nelson asked for clarification on an email regarding unions. Mr. Engfer stated that Wisconsin Counties Association will be providing us with guidance on this matter.

County Administrator Report: Interviews were held for the Highway Commissioner position last week. There was a total of five applicants.

Public Comments Unrelated to Agenda Items: None.

Next Meeting Date and Time: The next regular meeting is scheduled for April 15, 2026, at 9:00 a.m.

Adjournment: Meeting adjourned at 11:14 a.m.

Respectfully Submitted,

Lisa Schmitt
County Clerk