The Board convened workshop at 10:30 a.m.

**Attendance:** Board members Patricia Preiner, John Waller, Mike Bradley, and Steve Wagamon.

Absent: Board member Barbara Haake, with prior notice.

**Staff:** Administrator Phil Belfiori.

Visitors: Megan Olsen from Gallagher, Barbara Haake via telephone listening only.

**Discuss Salary Structure Analysis-Megan Olsen from Gallagher.**

Administrator Belfiori stated that this salary structure analysis is part of the Board approved Employee Manual and that consistent with previous direction this workshop serves as the full board personnel committee meeting for review of the salary structure analysis. Administrator Belfiori then introduced Megan Olsen from Gallagher Consulting. Ms. Olsen presented an overview of the methodology used in their market analysis, findings and conclusions, recommended options for a revised salary structure and a recommended option based on their findings. The Managers had several questions related to data set that was used for the analysis as well as how the recommended structure correlated to the findings from the market-based analysis.

Upon further discussion, the Board by consensus agreed that they wish to revisit this analysis again and then requested that staff put this item on an upcoming Board workshop agenda later this spring when all five managers are anticipated to be in attendance.

The workshop was adjourned at 11:43 a.m.