MINUTES
Village of Cobb – Personnel Committee Meeting
Village Office, Monday, September 28, 2026 5:30 p.m. – 7:05 p.m.

Committee Members Attending: Renee Linscheid *, Alaina Benton, and Kristen Schoville

Committee Members Absent: None

Staff Present: Public Works Assistant – Jared Yager, Village Clerk/Treasurer – Lisa Riley

Public Notices: **MOTION** (Schoville, Benton): motion carried by unanimous voice vote to approve posting of agenda at the following four places: Cobb Post Office, Cobb Food Mart, Royal Bank-Cobb Office and the Village Office on Thursday, September 24, 2026 and compliance of the open meeting law

MOTION TO GO INTO CLOSED SESSION: (Benton, Schoville); motion carried by unanimous roll call vote (Linscheid – Aye, Schoville – Aye, Benton – Aye) to go into Closed Session under Section 19.85(1)(c) Wisconsin State Statute considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: Meet with Public Works Assistant Jared Yager at 5:30 p.m.

MOTION TO RECONVENE INTO OPEN SESSION: (Schoville, Benton): motion carried by unanimous voice vote to Reconvene into Open Session at 5:58 p.m.

PUBLIC WORKS JOB DESCRIPTION, JOB POSTING, ESTABLISHING TIMELINE:
The Committee asked if Jared was interested in the Director of Public Works position and he confirmed that he is interested.
The Committee decided to post the job position in the Dodgeville Chronicle, Village website, Village FaceBook page, Village email and possibly the newsletter (depending on timing) and possibly WRWA or the League of WI Municipalities job ad page. The cost for putting the ad in the Shopping News does not seem to be advantageous from previous experience for the position. The deadline for applications will be Friday, October 16th. Wage range $20-$25/hour, dependent on experience and qualifications. Interviews to be conducted the week of October 26th, preferably the 26th and 27th. Jared will participate in the interviews. Lisa is to send the pre-set questions used in hiring Jared and send to the Committee and Jared. Requirements for Jared were to attain certifications for water and sewer, which will also be the expectations for the new hire. This is an incentive to acquire additional money. Per the Personnel Handbook, a mid-year performance review is to be done and evaluation for a pay increase. Lisa's start date was July 1st. Jared should have had a mid-year evaluation and monetary increase from $25 to $28/hour.

Employee wages and benefits for 2027 Budget
Current wage for the Clerk/Treasurer is $30.50/hour and the Public Works Assistant is $25.00. Public Works Director Mark Flanagan will be retiring October 12, 2026. Retirement for eligible employees will be increasing to 7.25% for 2027 paid by the village and 7.25% paid by the employee. Wages from area communities were also reviewed. Health insurance premiums are increasing, and vary according to the plan selected.

Current Consumer Price Index is 3.13%. CPI percentage increase scenarios were provided to the committee for review.

MOTION (Schoville, Benton); motion carried by unanimous roll call vote to recommend a wage increase from $25.00 to $30.00/hour for Director of Public Works Jared Yager, retroactive to October 7th through December 31, 2026 with his current licensure and to come back for evaluation when all sewer licenses are complete; budget the Public Works Assistant position at

$25.00/hour; Clerk/Treasurer currently at $30.50/hour to $32.00/hour (5% raise) effective January 1, 2027 and eliminate the 6-month review; increase Chief Election Inspectors to $13.00/hour and Election Inspectors to $11.75/hour, and leave the wages the same for the part time help at $18.52 for 2027.

Employee Year-End Bonuses

MOTION (Benton, Schoville); motion carried by unanimous roll call vote to Year-End Bonuses of $250 to be paid to Mark (on his last paycheck), Jared, Lisa, and Carrie.

ADJOURNMENT

MOTION (Martin, Linscheid); Motion carried by unanimous voice vote to adjourn the personnel committee meeting of the Village of Cobb at 7:05 p.m.

Respectfully Submitted,

Lisa A. Riley, Village Clerk / Treasurer