

PERSONNEL COMMITTEE MEETING
October 11, 2016

The Personnel Committee was called to order by Chair Joe Gonyo at 6:30 PM on Tuesday, October 11, 2016 in the county Board Room, Green Lake County Government Center, Green Lake, WI. The requirements of the open meeting law were certified as being met. The Pledge of Allegiance was recited.

Present: Joe Gonyo
Sue Wendt
Bob Lyon
Paul Schwandt
Bob Schweder

Also Present: Marge Bostelmann, County Clerk Dawn Klockow, Corporation Counsel
Harley Reabe, Board Chair Jason Jerome, HHS Director
Sheriff Podoll Lori Evans, Sheriff's
Chief Deputy Amy Brooks, Highway

AGENDA

Motion/second (Wendt/Schweder) to approve the agenda. Motion carried.

FILL VACANT POSITION

Receptionist/Data Entry Specialist:

Motion/second(Schwandt/Schweder) to approve filling the position. Motion carried.

COUNTY PERFORMANCE MANAGEMENT POLICY

The committee discussed the performance management policy. The committee questioned the lump sum pay increases vs the increase on the base wage and lump sum for those who are over the market. Sheriff Podoll presented information/language on changing the policy so all employees received a base wage increase plus merit pay. Bostelmann stated that the policy was designed with the input from Ben Fauske to be general and reflect other similar policies used by other municipalities. The policy can be reviewed and adjusted next year by the county administrator and the Personnel Committee. Discussion was held.

RESOLUTIONS

- Relating to Adoption of Green Lake County Performance Management Policy and base Wage increase for 2017:

The Committee discussed changing the Resolution to add that the policy be reviewed in 2017 by the County Administrator and Personnel Committee.

Motion/second(Schweder/Schwandt) to send the Performance Management Policy to the County Board as originally drafted and amend the resolution to state the policy will be reviewed in 2017 by the Administrator and the Personnel Committee. Motion carried.

EMPLOYEE BENEFIT

Health Insurance – review and modifications:

Bostelmann stated the Health Insurance premium increased 7% this year. One change proposed by the Group Health Trust changed the cost of 90 day prescription drug copay if purchased retail rather than mail order. The cost

savings is 2% of the premium. Discussion was held. Bostelmann will ask for cost saving if the deductible is raised and if the office co-pay is increased and report back to the Committee. Discussion took place on the second tier health insurance coverage for public safety employee. Discussion held. Bostelmann will draft an ordinance change eliminate the second tier public safety health insurance.

- Sick Days and Sick Day accumulation and Maximum Accumulation of Sick Days:

Bostelmann stated that in the last two months four applicants for vacant positions in the county turned down the positions because of the benefits. She proposed to the Committee that the annual sick days be increased from 6 days to 12 days, up to 12 days annually be allowed to be carried forward into a sick bank to a maximum of 100 days. There will be no payout of the sick leave bank.

- Vacation Schedule: Bostelmann proposed the vacation schedule change from 40 hours to 80 hours of vacation after 1 year of employment, 120 hours of vacation after 5 years rather than 8 years and 160 hours after 10 rather than 15 year.

WIPFLI WAGE STUDY UPDATE

Bostelmann stated that she will have a phone conference regarding the update on October 12th and the draft will be discussed with the Personnel Committee at the October 20th Personnel Committee meeting.

COMMITTEE DISCUSSION

- Future Meeting Date: October 20, 2016 at 6:00 PM
- Future items for action and Discussion: Ordinance changing sick days, vacation schedule and health insurance. Wipfli GotoMeeting conference to discuss the wage scale update.

ADJOURNMENT

The meeting was adjourned at 7:41.

Submitted by,

Marge Bostelmann
County Clerk