

**PERSONNEL COMMITTEE MEETING**  
**September 19, 2013**

The meeting of the Personnel Committee was called to order by Chair Joanne Guden at 5:00 PM on Thursday, September 19, 2013 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.

Present: Joanne Guden  
Maureen Schweder  
Richard Trochinski  
Sue Wendt  
Paul Schwandt

Also Present: Marge Bostelmann, County Clerk	Dan Hurst, Corporation Counsel
Jack Meyers, Board Chair	Mark Putzke, Chief Deputy
Sheriff Podoll	Lori Evans, Sheriff's Office
Phil Robinson, HHS Deputy Director	Amy Brooks, Highway
Terri Stellmacher, Child Support	Dan Borowski, Phillips Borowski

Also Present: Thor Bacus, Missy Sorenson, Georgia Zills,  
WPPA: Gary Wisbocker, Ted Kuklinski, Chad Holdorf, Matt VandeKolk and Dusty Thompson

The Pledge of Allegiance was recited.

**AGENDA**

*Motion/second (Schwandt/Trochinski)* to approve the agenda. Motion carried.

**MINUTES**

*Motion/second (Wendt/Schweder)* to approve the minutes August 21, 2013 correction that the meeting was on Wednesday not Thursday and add "*Motion/second(Schwandt/Schweder)* to deny the request of an employee to carryover vacation time after the employees anniversary date. Motion carried." Motion carried.

**PUBLIC COMMENT (3 MIN LIMIT)**

Thor Bacus, AFSCME Representative wanted to talk about changes that have been made to employee benefits. Employees lost holidays, personnel days, money, breaks and sick time. Bacus stated he just found out that step increases were frozen this year and ask the Committee to visit step increases again and implement those that were budgeted in 2013. Bacus would like to establish labor/management meeting.

Terri Stellmacher stated that one of her employees did not receive the step increase this year because they have been frozen. Because the employee did not receive the step increase she is earning \$.90 less than the other employee doing the same job. Stellmacher asked that the Committee please think of the employees who did not get their wage increase as expected and please reconsider.

**CORRESPONDENCE** – None

## **APPEARANCE**

Health Insurance Discussion – Robert Malchetske

Bob Malchetske Investment/Insurance Officer from Farmers and Merchants Bank appeared. Maktchske explained that he was a County Board Supervisor, while on the County Board he was Chair of the Finance Committee and Vice-Chair of the Personnel Committee and is currently on the HHS Board. He feels that Network Health can help the County by providing the same coverage employees have at a lower cost.

Jim Clements stated that he was a city council member and he appreciates the time the supervisors put in working on County issues. Waushara County has Network Health and so does Wautoma School District. They have a Wellness program at Waushara and Wautoma School District. They also offer insurance in Winnebago and Outagamie. They can offer a 2<sup>nd</sup> year rate cap. If someone is going to a provider they will have continuity of care and be able to stay with their current provider even if the provider is not a provider of Network Health. They will work with the group if they have any problems.

Discussion was held on Network providing a proposal. Renewals have not been received to date. Employee satisfaction was questioned. Bostelmann will send out a survey to employee questioning satisfaction with current health insurance. Health Insurance will be an agenda item on next month's agenda.

## **FILL VACANT POSITION**

**Dual Diagnosis Clinical Therapist:** LeRoy explained that one of the employees in this position has resigned. There are two positions like this and is the second person that has resigned.

Dissing explained the qualifications needed and that these services are billable.

*Motion/second(Wendt/Trochinski)* to approve filling the position. Motion carried.

## **REVIEW JOB DESCRIPTIONS**

Robinson presented an updated job description for the Dual Diagnosis Clinical Therapist position.

*Motion/second(Schweder/Schwandt)* to approve the revised job description for the Dual Diagnosis Clinical Therapist. Motion carried.

## **INCREASE PART TIME ECONOMIC SUPPORT WORKER TO FULL-TIME TEMPORARILY**

Phil explained why the HHS Board recommends increasing a part-time Economic Support Worker to full time to fulfill the demand of the ACA requirements. Bostelmann explained that in accordance with WRS regulations an employee is eligible for retirement once the employee works over 1200 hours in a 12 month period and that once an employee is eligible for retirement that will continue after the employee goes back to part-time.

*Motion/second(Schwandt/Schweder)* to approve increase the position to full time on a temporary basis.

## **RESOLUTIONS/ORDINANCES** – None

## **MONTHLY VOUCHERS**

Vouchers were presented in the amount of \$11,557.80.

*Motion/second(Wendt/Schwandt)* to approve the vouchers. Motion carried.

**CLERK'S REPORT** – None

**MOVED INTO CLOSED SESSION**

Move into closed session per:

*Motion/second(Trochinski/Wendt)* to move into closed session in accordance with Wis. Stat. § 19.85 (1) to meet for the purpose of collective bargaining under subch. I, IV, V, or VI of Ch. 111; Wis. Stat. § 19.85(1) (c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or conditions of employment responsibility. This closed session relates to discussion on wage study and condition of employment; and

Wis. Stat. § 19.85(1) (e) deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reason require a closed session. This closed session related to discussion on bargaining. –WPPA Negotiations

Wis. Stat. § 19.85 (g) conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Roll call vote, 5 ayes, 0 nays. Motion carried

**RECONVENE TO OPEN SESSION TO TAKE ACTION, IF APPROPRIATE ON MATTERS DISCUSSED IN CLOSED SESSION.**

*Motion/second(Wendt/Trochinski)* to reconvene in open session. Roll call vote, 5 ayes and 0 nays, motion carried.

*Motion/second(Wendt/Schweder)* to approve the condition of employment for the HHS employee. Motion carried.

**EXCHANGE OF PROPOSALS WITH WPPA**

Gary Wisbocker, WPPA Business Agent and Ted Kuklinski, Chad Holdorf, Matt VandeKolk, and Dusty Thompson were in attendance for the Exchange of Proposals.

Borowski presented the County's Proposal and the WPPA presented the WPPA proposal.

**COMMITTEE DISCUSSION**

- Future meeting date: October 17, 2013 at 5:00 pm
- Future Agenda items for action & discussion: Health Insurance

**ADJOURNMENT**

*Motion/second (Schwandt/Wendt)* to adjourn at 6:50 pm. Motion carried.

Submitted by,

Marge Bostelmann,  
County Clerk