

PERSONNEL COMMITTEE MEETING

May 14, 2009

The meeting of the Personnel Committee was called to order by Chair Gene Schroeder at 3:00 PM on Thursday, May 14, 2009 in the County Board Room, Courthouse, Green Lake, WI. The requirements of the open meeting law were certified as being met.

Present: Gene Schroeder
Elden Dallman
Maureen Schweder
Bob Krause
Howard Sell

Also Present: Marge Bostelmann, County Clerk
Orrin Helmer, County Board Chair
Dan Priske, County Board Vice-Chair
John Selsing, Corporation Counsel
Brenda Keller, HR Consultant
Mark Putzke, Chief Deputy
Sheriff Mark Podoll
LeRoy Dissing, HHS Deputy Director

Also Present: Kathy Doro, Tracy Soda and Missy Zamzow

AGENDA

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

MINUTES

Motion/second (Schweder/Krause) to approve the minutes of April 16, 2009. Motion carried.

PUBLIC COMMENTS – None

CORRESPONDENCE – None

APPEARANCES

Al Shute appeared and presented an email from Carol DeCramer requesting approval for an unpaid leave of absence from June 8th to September 1st. DeCramer will work 8 am to noon every day and then take unpaid leave from 12:30 to 4:30 pm. Discussion held.

Motion/second(Krause/Sell) to approve the unpaid leave for Carol DeCramer. Motion carried.

CARRYOVER OF VACATION - None

FILLING OF VACANT POSITIONS

Real Property Lister Position: Schroeder explained that the Treasurer and Register of Deeds have agreed to combine the part time position in the ROD office with the vacant Real Property

Lister. This was discussed and approved by the Administrative Committee. Schroeder would like to amend the resolution changing the division of time from 20 hours /week in each office to 25 hours per week in the Treasurer's Office and 15 hours per week in the ROD office. The amendment will be made at the County Board.

Motion/second(Dallman/Krause) to approve the resolution and send on to the County Board. Motion carried.

Community Options Social Worker Position: Dissing explained that the Community Options Social Worker Positions is vacant because the person in that position will become the Aging/Long Term Care Manager. The HHS Committee reviewed the position and recommends that certain duties be eliminated from this job and reduce the classification. A new job description was presented.

Motion/second(Dallman/Sell) to approve the change in the job description and the reduction in classification. Motion carried.

HR REPORT

- **Senate Bill Information** – The law will allow anyone who has filed a discrimination charge and the charge is valid, can receive reinstatement and punitive damages. For Green Lake County punitive damages would amount to about \$100,000.
- **Information from Fox Valley Labor Negotiators** – Keller presented a summary of the appearance by Judy Neumann, Chairperson of the Wisconsin Employment Relations Commission who discussed specific challenges facing the WERC.
- **Lean Training Proposal** – Keller has continued to investigate options for LEAN training. There is not much out there right now. Optima Associates charges \$800 to \$900/ employee. Fox Valley Tech has training on site and cost varies from \$35/person to \$500/session for a group of people. Tim Stellmacher was a trainer/educator who has lost his job. He gave a proposal for a theoretical presentation for 2 hours and a 6 hour 5S event for \$500 plus expenses up to \$75.00. Discussion was held.
Motion/second(Krause/Sell) to approve moving forward with LEAN training asking the County Board for up to \$2500 from Contingency and determining if any other department may be interested in the training. Motion carried, 4 ayes, 1 nay (Dallman).
- **Proposed Working From Home Policy** – Keller presented a revised policy after talking with department heads.
Motion/second(Schweder/Dallman) to approved the policy and make it part of the personnel manual and present the policy at the June County Board meeting. Motion carried.
- **Court of Appeals Decision (Brown County)** – The Court of appeals has determined that Sheriffs have the right to hire out for transport officers.

RESOLUTIONS/ORDINANCES

Relating to Creation of the Intensive In-Home Clinical Therapist Position: This will make the position a master degree position and billable.

Motion/second(Dallman/Schweder) to approve the resolution and send on to the County Board. Motion carried.

CONSENSUS BARGAINING

Keller explained that consensus bargaining is a process for management and union members to focus on issues rather than personalities. It allow for working together through issues by conversations. She explained that it can work, but sometimes does not always work.

HEALTH INSURANCE COMPARISON

Bostelmann presented comparisons of the GHT plan and with the State HMO plan from Kim Hurtz. Hurtz would like to meet with union representatives and discuss options. Bostelmann asked if the unions could meet with Kim prior to the June 11th Personnel Meeting so this can be discussed with the Committee. Schroeder would like Committee members to attend the meetings if possible. He believes it is important for the Committee members to understand this insurance issue.

RESPONSE FROM MUNICIPALITIES REGARDING COST REDUCTION IDEAS

- The City of Berlin presented a letter addressing purchasing power, GIS parcel mapping, Ambulance service, and a tri-county transportation van.
- The City of Princeton took no action.
- The Village of Kingston discussion centered around cutting staff and not building a new courthouse.

CLERK'S REPORT

VOUCHERS

Vouchers were presented in the amount of \$5,048.45

Motion/second (Sell/Krause) to approve the vouchers. Motion carried

CLOSED SESSION

Motion/second (Dallman/Sell) to move into closed session per ss. 19.85(1)(c) Evaluations, Personnel Matters, Negotiations, Grievances, exit interview (f) Personnel Medical History (g) confer with legal counsel to discuss pending litigation. Roll call vote, 5 ayes – 0 nays, motion carried.

RESUME OPEN SESSION

Motion/second(Dallman/Sell) to resume open session. Roll call vote, 5 ayes – 0 nays, motion carried.

ANNOUNCE FINDINGS OF CLOSED SESSION

Motion/second(Krause/Schweder) to approve the probationary evaluations for Jane Handel, Ralph Epling and Lisa Haase. Motion carried.

The Committee was notified of an employee who did not make probation in Law Enforcement. Discussion related medical history of an employee and union negotiation issues.

COMMITTEE DISCUSSION

Long Range Plan: The supervisors will tour the building site before the June county board meeting.

Finance Committee is looking at grant writers for the County

Schroeder is working with the Conservation Club on expediting the relocation of the Mascoutin Trail.

Future meeting date: Tuesday June 11, 2009 at 3:00 pm.

Future Agenda items for action and discussion: Insurance Comparison

ADJOURNMENT

Motion/second (Krause/Sell) to adjourn at 5:10 PM. Motion carried.

Submitted by,



Marge Bostelmann
County Clerk