

Chair Linda L. Thorpe called to order the meeting of the Personnel Committee at 10:30 am on Wednesday, March 21 in the Courthouse Conference Room #2, 330 Court Street, Eagle River, Wisconsin. Public meeting notice was given to the public twenty-four hours prior to the meeting.

Personnel Committee Members Present: Chair Linda L. Thorpe, Emil Bakka, Jim Behling, Bob Egan and Sig Hjemvick.

Others Present: Janna Kahl, Martha Milanowski, Kris Duening, Andy Phillips, Sheriff Tomlanovich, Al Bauman, Chief Deputy Fath, Jim Galloway.

Approve Agenda: Motion by E. Bakka, seconded by B. Egan to approve the agenda to be discussed in any order of the Chair. All voting aye, carried.

Approve Minutes: Motion by S. Hjemvick, seconded by B. Egan, to approve the March 15, 2012 minutes. L. Thorpe requested that the other individuals present at the meeting are included in the Committee Members Present and Others Present section of the minutes. All voting aye, carried.

Approve Bills: None.

Vacation Carryover: None.

Paid Leave Accrual/Use in Sheriff's Department: K. Duening presented information indicating that Corrections Officers currently accrue and use 8.0 hours per day of vacation and sick leave, although their typical schedule is 8.5 hours per day. Motion by S. Hjemvick, seconded by J. Behling to allow CO's to accrue paid leave based upon 8.5 hours in a shift. This also adjusts the maximum sick leave accrual bank to 680 hours or 765 hours, dependent on date of hire. All voting aye, carried.

Direct Deposit for County Employees: K. Duening presented information indicating that there are currently 7 employees (including 2 deputies) and 10 County Board members who receive a live check with each payroll, as opposed to direct deposit. All new hires after 2001 have been required to initiate direct deposit for their payroll. Motion by J. Behling, seconded by E. Bakka to move all employees and County Board members (except the two employees where direct deposit is a condition of bargaining) to implement direct deposit. J. Behling and E. Bakka voting aye; S. Hjemvick, B. Egan, and L. Thorpe voting no. Motion fails.

Letters and Communications: J. Kahl presented a communication from a Department Head requesting that when the new Board members are seated in April, if the Department Heads can be invited to the meeting for introductions. The Committee agreed, and J. Kahl will talk with D. Alleman about including this item on the Board agenda.

J. Galloway joined the meeting and discussed the employee fleet safety program. A template of a moving violation point system was introduced, to address the Committee's prior concerns of frequency of incidents, in addition to severity of incidents. J. Galloway stated that this still needs to be introduced to the Employee Safety Committee, prior to going before the full Board. B. Egan asked A. Phillips if allowing employees with high point levels created a higher level of liability for the County. A. Phillips stated that there are no enhancements for the County in allowing a high-risk driver operate a vehicle as a County employee, but that there is always a degree of liability. The Committee agreed with including this point system in the overall fleet safety program.

2012 Health Insurance Tier 1 and Tier 2 Deductibles: Sheriff Tomlanovich stated that he is asking this item to be removed from the agenda, as Personnel may not be the correct oversight to discuss health insurance.

FLSA Overtime Computation – Correctional Officers: Sheriff Tomlanovich requested the Committee to reconsider the full implications of the 7k exemption that applies to law enforcement personnel, in particular the Correctional Officers. He said that morale has been impacted since employees may now be required to work more than one full shift in order to receive overtime. He also stated that employees are screening their phone calls and are not included to answer to fill vacant shifts. The Sheriff requested the Committee to consider going back to the old system (80 hours standard per pay period, OT payable after hours worked exceed hours scheduled in a shift), with some potential modifications. The Sheriff said one modification could be that if an employee is out on verified FMLA leave, then that sick time should be allowed to count towards OT. A. Phillips and J. Behling stated they would like to see a percentage increase for all employees to account for that time worked. J. Kahl stated that a percentage increase for all employees rewards everyone, including those who have no inclination of working OT. J. Kahl will research the financial implications of several models including: 1) Employees paid 80 hours flat without sick time counting towards OT; 2) Employees paid for all hours worked, and OT is payable after 80 hours in a 2 week period; 3) 48 hour notice call time; 4) Pay all employees OT and remove call time; 5) 2% increase for CO's; 6) 2% increase for CO's, LEC's, and Telecommunicators; 7) The feasibility of employing LTE's.

J. Kahl will also solicit input from other Counties and a time and attendance tracking company. J. Fath said that modifications to the CO's schedule could also be examined.

The Committee will leave the current practice unchanged for now, and J. Kahl will present findings at next month's meeting.

K. Duening, J. Fath, and S. Tomlanovich left the meeting at approximately 11:30 am.

Closed Session: Motion by S. Hjemvick, seconded by J. Behling, to convene in closed session, pursuant to Wis. Stat. § 19.85(1)(c)(e) and (g) for the purpose of considering employment, promotion,

compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, for 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. A roll call vote found the following members voting yes: L. Thorpe, E. Bakka, J. Behling, B. Egan, S. Hjemvick; Motion carries. Motion by B. Egan, seconded by S. Hjemvick, to adjourn closed session pursuant to Wis. Stat. § 19.85(1)(c)(e) and (g), return to open session. A roll call vote found the following members voting yes: L. Thorpe, E. Bakka, J. Behling, B. Egan, S. Hjemvick; Motion carries.

M. Milanowski and A. Phillips left the meeting at approximately 12:15 pm.

Committee may take action on matters discussed in closed session: No action taken at this time.

Future Meeting Date: April 25 at 9 am

Adjournment: L. Thorpe announced there is no further business to discuss and the meeting stands adjourned the meeting at 2:10 pm.

Minutes reflect the recorders notation and are subject to approval by the appropriate board or committee. Respectfully submitted by: Janna Kahl, Human Resources Manager