

Open meeting law complied with. Quorum verified.

**Call to order:**

This joint meeting was called to order at 9:05 A.M. in the Vilas County conference rooms by Personnel Committee Vice-Chairman Linda Thorpe with the Personnel Committee members present: Jim Behling, Bob Egan and Sig Hjemvick. Kathleen Rushlow joined the meeting at 9:14 A.M. The following Executive, Ethics & Insurance Committee members were present: Ron De Bruyne, Gene Ciszek, Chris Mayer and Kathleen Rushlow. Steve Favorite was absent. Others present at this meeting: United Heartland Safety Director Jim Jones; Spectrum Insurance representative Jesse Furrer; Vilas County Emergency / Safety Manager Jim Galloway; Chief Deputy Joe Fath and Clerk David Alleman.

**Approve agenda to be discussed in any order by the Chair:**

Motion by S. Hjemvick, 2<sup>nd</sup> by B. Egan to approve the agenda with the agenda order at the Chair's discretion. All voted aye. Carried.

**United Heartland return to work presentation:**

J. Jones and J. Furrer initiated a written and power point presentation regarding the County's worker's compensation insurance policy. The program began with explanations of how policy premiums are formulated and the adverse effects on rates due to employment related injury and illness. Vilas County was encouraged to develop an early return to work / transitional duty policy, to enable employees to return to work as soon as possible after an injury. Loss control and safety issues were also presented and discussed. K. Rushlow noted that great strides had been recently made with regards to Loss Control and safety. She further stated that much more needed to be accomplished. J. Galloway termed the recent emphasis on loss control and safety as a "necessary cultural shift" for Vilas County. J. Behling reported on the need to foster safety programs that involve all employees, with a focus on department heads taking responsibility for proper loss reporting and the promotion of a safe workplace. The Personnel Committee will determine policy with regards to the County's stance on return to work issues.

**Adjournment:**

Motion by C. Mayer, 2<sup>nd</sup> by J. Behling to adjourn. All voted aye. Carried. The meeting adjourned at 10:44 A.M.

Respectfully submitted by:

David R. Alleman  
Vilas County Clerk