

PERSONNEL
September 30, 2015

- Call to order** The meeting was called to order at 10:00 a.m. by Chairman Gerry Krachey. Committee members Mary Jane Faas, Greg Russell, Wade Dull and Larry Kelley were present. County Board Chairman Pete Flesch and Clerk Janet Geisler were also present.
- Verify posting** The Chairman verified that the meeting notice was properly posted.
- App of minutes** Russell moved, Faas seconded to approve the minutes from the previous meeting. The motion carried with no negative votes cast.
- Ethics Code** The proposed Code of Ethics had been distributed to employees after the last meeting. Employees were encouraged to contact the County Board Chairman with any questions or concerns about the policy. Chairman Flesch stated that the purpose of the code was so that everyone would be treated the same and all would be held to the same standard. Chairman Flesch has received no comments from employees and is recommending that the code be passed. The document was drafted by Corporation Counsel.
- Flesch moved, Kelley seconded to approving passing the Code of Ethics on to the full County Board for approval. The motion carried with no negative votes cast.
- Part time CSP aid** Dan McWilliams, Human Services Director, appeared before the committee regarding a Mental Health Tech. This person would be a non-professional and support the mental health program. There is a contract in place with Lori Knapp for Mental Health Tech time and these people are employees of Lori Knapp. Dan is proposing to hire a permanent part-time Mental Health Tech for 20 hours per week with no benefits. Dan will work on putting together a job description. He is looking at an hourly wage of \$14.00 to \$16.00. The current wage appendix may need to be adjusted since the proposed hourly rate does not fall within the current wage appendix. Since the hourly rate is not known at this time, Dan will state in the job posting that the wages for this position would reflect the qualifications and experience of the person.
- Flesch moved, Dull seconded to grant permission to advertise for the position of a Mental Health Tech. The motion carried with no negative votes cast.
- Dan advised that he will have a person to bring before the committee for the position of Mental Health Supervisor and is requesting to set up a committee meeting as soon as possible. The

committee will meet on Wednesday, October 7th at 10:00 a.m. for the purpose of hiring a Mental Health Supervisor.

Dual employment The committee considered the request from Deanna Wallin-Sander for dual employment. Labor attorney, Ed Corcoran, explained the details of the request. The County does have a policy in place against dual employment unless there is prior approval from the Personnel Committee 4.04(3). Deanna began her other full time employment on September 28th. After much discussion, the committee felt that Deanna's last day of employment with the County was on September 25th.

Dull moved, Kelley seconded to deny the request of Deanna Wallin-Sander for dual employment. The motion carried with Supervisor Russell voting nay.

Closed Session Kelley moved, Dull seconded to move into closed session pursuant to Section 19.85(1)(e) to discuss collective bargaining issues. The motion carried unanimously upon call of the roll.

Open Session Kelley moved, Faas seconded to move into open session pursuant to Section 19.85(2). The motion carried with no negative votes cast.

AFSCME representative Bill Moberly along with Jessica LeMere, Scott Hurda, Shawn Lenzendorf, Kyle Mezera and Nate Bremmer joined the meeting to present their proposals for the 2016 contract. Comparable increases from surrounding counties were provided by the union. Many of the unions are presently in negotiations. The union left the meeting after giving their proposal.

Closed Session Kelley moved, Russell seconded to move into closed session pursuant to Section 19.85(1)(e) to further discuss negotiations. The motion carried unanimously upon call of the roll.

Open Session Russell moved, Kelley seconded to move into open session pursuant to Section 19.85(2). The motion carried with no negative votes cast.

The union rejoined the meeting to listen to the County's counter proposals. There were some language revisions and an additional holiday added. The County is still proposing a 1.4% increase.

The union left the meeting to consider the County's proposals.

While the committee was waiting for the union's response, they continued with other items on the agenda.

Vacancy

Dull moved, Russell seconded to approve hiring for open nurse position in the Health department. The motion carried with no negative votes cast.

Next meeting

October 28, 2015 at 10:00 a.m.

The union rejoined the meeting with their counter proposals regarding language and an additional holiday. The union is requesting a 1% increase in January, 2016 and July 2016 and agree to a one year contract. The union left the meeting so that the County could consider their counter proposals.

The union was asked to rejoin the meeting.

Kelley moved, Dull seconded to recommend the proposals presented by the union for 2016 be forwarded to the full County Board for approval. The motion carried with no negative votes cast.

Adjournment

Dull moved, Kelley seconded to adjourn. The motion carried with no negative votes cast and the meeting adjourned at 12:40 p.m.

Janet Geisler, County Clerk