

PERSONNEL
March 25, 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 and Larry Kelley were present. Wade Dull was excused. Board Chairman Pete Flesch and Clerk Janet Geisler were also present. Present from Highway were: Dennis Pelock, Todd Myers, Tom Cornford and Buzz Esser.
- Verify posting** The Chairman verified that the meeting notice was properly posted.
- App of minutes** Kelley moved, Faas seconded to approve the minutes from the previous three meetings. The motion carried with no negative votes cast.
- Decision maker** Russell moved, Kelley seconded to designate the Personnel Committee as a whole to be the decision makers for the informal conference. The motion carried with no negative votes cast.
- John McCullick has requested that the informal conference be conducted in open session.
- Brian Dombeck addressed the committee first. He stated he had a message from a number of Highway employees who would like to have been present to support John. These Highway employees are willing to help pay for his day off if John is given a day off without pay.
- John McCullick addressed the committee next to discuss the incident that occurred on February 19th. John explained that he was covering for another employee's section on that day. He encountered a problem with the fuel nozzle at the Soldiers Grove shop which caused the gas spill. John admitted that he had left the truck unattended while it was filling with gas. He spread sand that was on his truck on the spill. Randy Strnad was notified of the spill. John found out later that other employees were cleaning up the spill but he was not notified to help with this. John stated several times that he knew what he did was wrong by leaving the pump unattended. He stated that there have been spills by other employees which were not reported to the DNR. John feels that he is being harassed and does not agree with the one day suspension without pay that is being recommended.
- Dennis Pelock stated that employees were interviewed from the Soldiers Grove shop and they did not know of a problem or malfunction with the fuel nozzle being defective.

Supervisor Krachey encouraged John to speak with either him or the County Board Chairman if there is a problem that needs to be discussed.

Chairman Flesch stated employees should feel comfortable to come to the Personnel Committee if there are disagreements with employees and management. Everyone needs to be treated the same and equally.

There is a provision in the Personnel Policy which allows employees to report workplace concerns and employees are encouraged to follow the procedure that is in place.

Closed Session Kelley moved, Faas seconded to move into closed session pursuant to Section 19.85(1)(b) for an informal conference as provided by Section 4.36(1)(a). The motion carried unanimously upon call of the roll.

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

Motion Kelley moved, Faas seconded to support the one day loss of pay for the poor decision made on John's part and it will end at this point. This will bring this matter to an end. The motion carried with no negative votes cast.

Supervisor Kelly re-enforced to John and any other employees their access to the County Clerk or Personnel Committee for issues they feel they cannot get satisfaction within their work group. However he asks that employees access their work group first. If satisfaction is not reached come to the Personnel Committee.

Employee Evals The Clerk advised of a number of departments that have not turned in their employee evaluations which were due March 15. Those departments will be contacted and the matter will be reviewed at next month's meeting.

Next meeting date April 29, 2015 at 10:00 a.m.

Adjournment Russell moved, Kelley seconded to adjourn. The motion carried with no negative votes cast and the meeting adjourned at 11:47 a.m.

Janet Geisler, County Clerk

