

PERSONNEL COMMITTEE MINUTES

Wednesday, September 12, 2018

Clark County Courthouse, Rm. 505

Chairperson Jerome Krempasky called the meeting to order at 9:33 am

Roll call was taken with the following committee members present: Jerome Krempasky, Al Bower, Arlene Kodl, Steve Amacher and Sharon Rogers

Others present for some or all of the meeting: Joseph DuPont, Personnel Manager; Kelly Mathis, Personnel Assistant; Joan Jalling, CCRLC; Terri Domaszek, Comptroller; Wayne Hendrickson, County Board Chairman; Sue Voigt, Community Services Associate Director; Bob Leischow, Public Health Director; Mary Sladich, ADRC Director; Kim Bredlau, Register in Probate; Jacob Brunette, County Attorney; Brian Duell, Highway Commissioner; Jane Schmitz, CCRLC Executive Director; Cindy Currier, IT Director; and Dean Zank, County Board Supervisor.

Motion made by Al Bower, seconded by Arlene Kodl to approve the minutes from the August 13, 2018 Personnel Committee meeting. Voice vote, all ayes, motion carried.

Motion made by Al Bower, seconded by Sharon Rogers to approve the wage rate changes as submitted. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Al Bower to go into closed session at 9:35 am in accordance with Wis. Stat. 19.85(1) (c) for considering employment, promotion, compensation or performance evaluation data of a public employee over which the governmental body has jurisdiction or responsibility. Topic: Complaint involving employee in Personnel Department. Roll call vote, all ayes, motion carried. Joan, Joe, Jane, Bob, and Brian stepped out at 9:35 am. Cindy Currier stepped in at 10:13 am and left at 10:18 am.

Motion made by Al Bower, seconded by Sharon Rogers to go back into open session at 10:23 am. Voice vote, all ayes, motion carried. Jerome and Jake left at 10:23 am and stepped back in at 10:30 am. Brian, Joan, Jane, Bob stepped back in at 10:24 am; Sue Voigt and Terri Domaszek arrived at 10:30 am.

Motion made by Arlene Kodl, seconded by Sharon Rogers to approve the reclassification request for the ADS Director from Pay Grade F to Pay Grade E effective the first full pay period in January 2019. Voice vote, all ayes, motion carried.

Motion made by Steve Amacher, seconded by Sharon Rogers to approve the reclassification request for the CCRLC Health Information Technician from a pay grade N to Pay Grade M and forward to Schenck for final endorsement. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Arlene Kodl to approve the reclassification request for the CCRLC Resident Accounts Bookkeeper from a Pay Grade N to Pay Grade M and forward to Schenck for final endorsement. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Al Bower to approve the reclassification request for the CCRLC Unit Clerk from a Pay Grade O to Pay Grade M, change the position title to Health Unity Coordinator, and forward to Schenck for final endorsement. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Arlene Kodl to approve the reclassification request for the CCRLC Plant Operations Specialist from a Pay Grade M to Pay Grade L and forward to Schenck for final endorsement. Voice vote, all ayes, motion carried.

Motion made by Steve Amacher, seconded by Al Bower to approve the reclassification request for the CCRLC Director of Financial Services from Pay Grade C to Pay Grade B and transition to \$37.32 effective the first full pay period in January 2019. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Arlene Kodl to approve the reclassification request for the Office of Finance Accountant/Payroll & Benefits from a Pay Grade H to Pay Grade F (Step 2), change the position title to Assistant Comptroller and forward to Schenck for final endorsement. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Arlene Kodl to approve the reclassification request for the Office of Finance Finance/Payroll Assistant from a Pay Grade M to Pay Grade K (Step 1), change the position title to Finance Associate and forward to Schenck for final endorsement. Voice vote, all ayes, motion carried.

Motion made by Arlene Kodl, seconded by Sharon Rogers to approve the reclassification request for the Community Services Substance Abuse Counselor from a Pay Grade K to Pay Grade I and forward to Schenck for final endorsement. Voice vote, all ayes, motion carried.

Motion made by Steve Amacher, seconded by Sharon Rogers to approve the reclassification request for the Community Services Birth to Three Program/Service Coordinator/Early Interventionist from a Pay Grade K to Pay Grade I and forward to Schenck for final endorsement. Voice vote, all ayes, motion carried.

Motion made by Jerome Krempasky, seconded by Sharon Rogers to approve the retention incentive adjustment for Mindy Burns and Kelsey Wussow, Public Health Nurses, from \$26.99 (Step 3, Pay Grade H) to \$28.11 (Step 4, Pay Grade H) as proposed by the Board of Health Committee effective the first full pay period in January 2019. Voice vote, 1 nay (Bower), motion carried. Kim Bredlau arrived at 11:34 am.

Motion made by Sharon Rogers, seconded by Jerome Krempasky to approve the retention incentive adjustment for Kevin Smith, Environmental Health Specialist, from \$21.77 (Step 1, Pay Grade J) to \$23.22 (Step 3, Pay Grade J) as proposed by the Board of Health Committee effective the first full pay period in January 2019. Voice vote, 3 nays (Bower, Amacher, Kodl), motion failed. Mary Sladich arrived at 11:45 am.

Motion made by Sharon Rogers, seconded by Steve Amacher to approve the retention incentive adjustment for Lynn Klovas, Jail Nurse, from \$28.11 (Step 4, Pay Grade H) to \$29.23 (Step 5, Pay Grade H) as proposed by the Board of Health Committee effective the first full pay period in January 2019. Voice vote, 1 nay (Bower), motion carried.

Motion made by Steve Amacher, seconded by Arlene Kodl to approve the retention incentive adjustment for Kim Bredlau, Register in Probate, from \$21.06 (Step 2, Pay Grade K) to \$21.74 (Step 3, Pay Grade K) as proposed by the Executive Committee effective 9/16/2018. The effective date will also be her new anniversary date for step increases in the future. Voice vote, all ayes, motion carried.

Motion made by Arlene Kodl, seconded by Steve Amacher to approve the retention incentive adjustment for Tracey Lindner, Van Driver, from \$14.30 (Step 6, Pay Grade R) to \$14.83 (Step 7, Pay Grade R) as proposed by the ADRC Committee effective 9/16/2018. The effective date will also be her new anniversary date for step increases in the future. Voice vote, all ayes, motion carried. Mary and Kim left at 11:58 am.

Motion made by Arlene Kodl, seconded by Steve Amacher to mail out letters to those retirees enrolled in the Clark County Health Insurance plan and notifying them their coverage will end at the end of December 2018 due to the discontinuation of the self-funded insurance plan. Voice vote, all ayes, motion carried.

Motion made by Arlene Kodl, seconded by Al Bower to approve changes in language to Section 7.1, "Health Insurance eligibility and premium contribution" and forward to the full County Board for final approval. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Arlene Kodl to move forward with developing a memorandum of understanding with the Community Services Department to allow other outside vendors to provide EAP services for Clark County employees when needed. Voice vote, all ayes, motion carried. Sue, Joan, Jane, Terri and Steve left at 12:19 am.

Motion made by Arlene Kodl, seconded by Sharon Rogers to go into closed session at 12:20 am in accordance per WI Statutes 19.85(1) (e) Deliberating or negotiating public business whenever competitive or bargaining reasons require a closed session as it relates to: Topic: Strategizing for Union Negotiations. Roll call vote, 4 ayes, 1 absent (Amacher), motion carried.

Motion made by Arlene Kodl, seconded by Al Bower to go back into open session at 12:42 am. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Al Bower to receive and file the vendor payment history reports (vouchers) for August 2018. Voice vote, all ayes, motion carried.

Next meeting:

- Thursday, September 27 at 9:00 am in Room 305 (WPPA)
- Wednesday, October 10 at 9:30 am in Room 307

Motion made by Arlene Kodl, seconded by Al Bower to adjourn at 12:52 am. Voice vote, all ayes, motion carried.