

**PERSONNEL COMMITTEE MINUTES**

Wednesday, October 10, 2018  
Clark County Courthouse, Rm. 307

Chairperson Jerome Krempasky called the meeting to order at 9:30 am

Roll call was taken with the following committee members present: Jerome Krempasky, Al Bower, Arlene Kodl, Steve Amacher (arrived at 9:38 am) and Sharon Rogers

Others present for some or all of the meeting: Kelly Mathis, Interim Personnel Manager; Wayne Hendrickson, County Board Chairman; Jacob Brunette, County Attorney; Sue Voigt, Community Services Associate Director; Bob Leischow, Public Health Director; Mary Sladich, ADRC Director; Brian Duell, Highway Commissioner; Jane Schmitz, CCRLC Executive Director; Joe Meyer, Director of ADS; Jane Schmitz, Executive Director CCRLC; Jim Hirsch, Chief Deputy; Stacy Otto, Child Support Director, Jim Arch, County Conservationist; Rick Dailey, Forestry and Parks Administrator; Marcus Aumann, Parks and Program Manager; John Wendorski, Forestry Manager; Pam Kernan, Social Services Director; Dean Zank, County Board Supervisor; Deb Pagel, Schenck and Mitch Perkl, Teamster Representative.

Motion made by Al Bower, seconded by Arlene Kodl to approve the minutes from the September 12, 2018 Personnel Committee meeting. Voice vote, all ayes, motion carried.

Motion made by Al Bower, seconded by Arlene Kodl to approve the minutes from the September 27, 2018 Personnel Committee meeting. Voice vote, all ayes, motion carried.

Motion made by Arlene Kodl, seconded by Sharon Rogers to approve the minutes from the October 3, 2018 Personnel Committee meeting. Voice vote, all ayes, motion carried.

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

Deb Pagel from Schenck gave a presentation to the committee regarding the current wage scale and discussed the need for scratching the current scale and starting over. Motion made by Sharon Rogers, seconded by Al Bower to move forward with updating the wage scale with the help and guidance of Schenck. Voice vote, all ayes, motion carried. Joe Meyer, Jane Schmitz, Jim Hirsch, Stacy Otto, Jim Arch, Rick Dailey, Marcus Aumann, John Wendorski, Sue Voigt, Pam Kernan, Mary Sladich and Deb Pagel left at 10:17 am.

Motion made by Sharon Rogers, seconded by Arlene Kodl to approve the retention incentive adjustment for Kevin Smith, Environmental Health Specialist from \$21.77 (Step 1, Pay Grade J) to \$22.50 (Step 2, Pay Grade H) as proposed by the Board of Health Committee effective the first full pay period in January 2019. Voice vote, all ayes, motion carried.

Motion made by Arlene Kodl, seconded by Steve Amacher to approve the workman's compensation settlement agreement for an employee at the Clark County Rehabilitation and Living Center. Voice vote, all ayes, motion carried.

Motion made by Steve Amacher, seconded by Sharon Rogers to implement a 1.84% base wage increase on the first full-pay period of 2019 for all employees except elected officials, seasonal, limited term and WPPA employees. Voice vote, all ayes, motion carried. Brian Duell and Joan Jalling left at 10:30 am.

Motion made by Steve Amacher, seconded by Arlene Kodl to go into closed session at 10:32 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, all ayes, motion carried. Jake Brunette arrived at 10:32 am.

Motion made by Al Bower, seconded by Arlene Kodl to go back into open session at 10:40 am. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Arlene Kodl to get into closed session at 10:41 pm 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: Michigan Conference of Teamsters Welfare Fund agreements. Roll call vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Al Bower to go back into open session at 11:01 pm. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Arlene Kodl to approve the participation agreement and two opt out agreements with the Michigan Conference of Teamsters Welfare Fund as presented. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Steve Amacher to go into closed session at 11:02 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.

Motion made by Sharon Rogers, seconded by Arlene Kodl to go back into open session at 11:12 am. Voice vote, all ayes, motion carried.

Motion made by Arlene Kodl, seconded by Al Bower to close the investigation regarding the complaint involving employee in the Personnel Department as stands. Voice vote, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Al Bower to go into closed session at 11:13 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: Disciplinary issue with an employee in the Maintenance Department. Roll call vote, all ayes, motion carried. Harold Dillenbeck arrived at 11:14 am.

Motion made by Steve Amacher, seconded by Arlene Kodl to go back into open session at 11:37 am. Voice vote, all ayes, motion carried. Harold Dillenbeck left at 11:37 am.

Motion made by Steve Amacher, seconded by Al Bower to go into closed session at 11:37 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, all ayes, motion carried.

Motion made by Sharon Rogers, seconded by Al Bower to go back into open session at 11:56 am. Voice vote, all ayes, motion carried. Jake Brunette left at 11:57 am.

Motion made by Steve Amacher, seconded by Arlene Kodl to go into closed session at 11:56 am in accordance with Wis. Stat. 19.85(1) (e) for conducting other specified public business, whenever competitive or bargaining reasons require a closed session. Topic: Review applications. Roll call vote, all ayes, motion carried.

Motion made by Al Bower, seconded by Steve Amacher to go back into open session at 12:11 pm. Voice vote, all ayes, motion carried.

Motion made by Steve Amacher, seconded by Sharon Rogers to approve the handbook changes to Sections 7 and 8 as submitted and forward to the full County Board for approval. Voice vote, all ayes, motion carried.

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

Motion made by Steve Amacher, seconded by Sharon Rogers to adjourn at 12:23 pm. Voice vote, all ayes, motion carried.