

RUSK COUNTY PERSONNEL COMMITTEE MINUTES

October 5th, 2017

Personnel Committee Present: Tom Hanson, Bob Stout, Kathy Mai, Dave Willingham, Karl Fisher.

Others Present: Loren Beebe, Ted East, Rich Summerfield, Tom Hall, Karen Welke, Scott Emch, Paul Teska, CeCe Tesky, Andy Albarado, Sheriff Wallace, Judge Anderson.

Meeting called to order at 8:30 a.m.

APPROVAL OF MINUTES

Motion by Stout, second by Mai to approve the September 7th, 2017 Personnel minutes. Motion carried.

CORPORATION COUNSEL

Report of Guardianships, Commitments, and Legal Action on Behalf of the County: County has 4 properties that were taken in for in rem process. Working with Andy Albarado on leases for lumber yard in Tony, Gates Ave and 800 Gustafson buildings.

HIGHWAY

New Laborer Position: Discussion on no set amount of employees for the Highway Department and to get a set amount in place. Motion by Stout, second by Willingham to approve the filling of the laborer position. Motion carried.

JUDGE

Drug Court Position: Judge explained how position would be most beneficial to the program if the hours were 7-4:30. Committee agreed to request and it was explained that no motion was needed since hours are set by oversight committee.

TED EAST

Payroll Change and Comp-Time Reports: Payroll change and comp time reports handed out and reviewed. Motion by Fisher, second by Mai to approve the payroll change and comp time reports. Motion carried.

General Updates: RealLiving training at Dept. Head meeting. Bob will come to next Dept. Head meeting that will have Alice training by Phil Grassmann.

Review Elected Official's Salary: Past wages were reviewed. Discussion on what percentage should be in paced. No action taken at this time.

Exempt Employees: Ted explained the proposal that was submitted that would allow exempt employees to flex up to 10% of their time in a pay period and asked, that if the policy is accepted, it to be place into the Personnel Handbook. Motion by Stout, second by Mai to accept the proposal and have it be effective on the October 16th, 2017 payroll and to also have the policy be placed in the Personnel Handbook. Motion carried.

Holiday Pay: Ted asked the committee for clarification in Personnel Handbook in chapter 6 on holiday work. Motion by Willingham, second by Mai to make clarification in Chapter 6 of the Personnel Handbook to read as fallows; All observed holiday work performed shall be at the overtime rate and said pay shall be in addition to the employee's regular holiday pay.

Request to extend coverage beyond the COBRA limits for Health Insurance: Discussion on if changes were made by insurance policy what would the outcome for employee be and what types of costs could come forth. Ted will do some more research on this and will bring back to the next Personnel Meeting.

Health Insurance Approval for 2018: Discussion on insurance options. Motion by Fisher, second by Mai to approve options 2 & 3 of the health insurance proposals. Motion carried.

CLOSED SESSION

Chair announces closed session for:

- FMLA Leave & Other Medical Leave Requests

For considering employment, promotion, compensation or performance evaluation data of any public employee over which the government body has jurisdiction or exercises responsibility, WI Stats 19.85(1) (c).

Motion by Fisher, second by Mai to enter closed session. Roll call. Voting yes: Fisher, Stout, Mai, Willingham, Hanson. Motion carried.

CLOSED SESSION at 10:58 a.m.

OPEN SESSION at 11:10 a.m.

CLOSED SESSION

Chair announces closed session for:

- Status of Negotiations with Rusk County Patrol/Investigator Union

For considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, WI Stats 19.85 (1)(c). Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, WI Stats 19.85(1)(e).

Motion by Fisher, second by Mai to enter closed session. Roll call. Voting yes: Fisher, Stout, Mai, Willingham, Hanson. Motion carried.

CLOSED SESSION at 10:43 a.m.

OPEN SESSION at 10:55 a.m.

Hanson moved to adjourn. Adjourned at 11:14 am.

NOTE: Next regular committee meeting is scheduled for November 2nd, 2017.