

# RUSK COUNTY PERSONNEL COMMITTEE MINUTES

June 6, 2024

**Personnel Committee Present:** Zimmer, Wallace, Russell, Meyer and Willingham.

**Others Present:** C. Meyer, A. Heath, A. Gudis, J. Wilk, Sheriff Wallace, Chief Deputy Grassmann, Captain Murry, M. Kron, Officer Wojcik and P. Unterschuetz.

**Public:** E. Webster and C. Ostenso

## CALL TO ORDER

Meeting called to order at 3:00 p.m.

## APPROVAL OF MINUTES

*Motion by Willingham, seconded by Russell to approve May 9<sup>th</sup>, 2024 and May 20<sup>th</sup>, 2024 meeting minutes as presented. Motion carried.*

**PUBLIC COMMENT** – No Public Comment.

*Motion by Wallace, seconded by Russell to enter into Closed Session at 3:04 p.m. All responded yes.*

**CLOSED SESSION** announced by Chair

Employee Overtime Compensation pursuant to Wi Stats 19.85(1)(g) Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

**OPEN SESSION** – at 3:39 p.m.

*Motion by Wallace seconded by Meyer to approve the payment of overtime compensation retroactive from May 16, 2022. Motion carried.*

*Motion by Meyer, seconded by Wallace to enter into Closed Session at 3:40 p.m. All responded yes.*

**CLOSED SESSION** announced by Chair

Review of Performance Improvement Plan relating to employee job performance pursuant to Wi Stats 19.85(1)(c) for considering employment, promotion, compensation or performance evaluation data of any public employee over which the government body has jurisdiction or exercises responsibility.

**OPEN SESSION** – at 5:06 p.m.

## DISCUSSION AND POSSIBLE MOTION

### Sheriff and Jail

Chief Deputy Grassmann gave a Presentation and Discussion on Recruitment and Retention for Sheriff and Jail.

*Motion by Meyer, seconded by Wallace to enter into Closed Session at 5:34 p.m. All responded yes.*

**CLOSED SESSION** announced by Chair

The Personnel Committee may entertain a motion to go into closed session pursuant to Wis. Stats 19.85(1)(f).

“Considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations,” to wit: employee exit survey results.

**OPEN SESSION** – at 5:47 p.m.

### Human Resources

#### Human Resources Report

Ashley Gudis, HR Manager gave a report on terms, new hires and open positions.

#### Consider Potential Changes to Policies Regarding Compensatory Time

The request to change the Compensatory time and how its used and reported to WRS according to the Fair Labor Act.

*Motion by Russell, seconded by Willingham to approve the policy change as presented to pay out or use compensatory time by the end of the year. Motion passed.*

Minutes by C. Meyer, Rusk County Clerk

Approve Compensation for Acting Highway Commissioner Effective June 3<sup>rd</sup>, 2024

*Motion by Meyer, seconded by Russell to approve the compensation for the acting Highway Commissioner at \$38.79 effective June 3, 2024. Motion carried.*

Consider Change to Discipline and Termination Process

A. Gudis, HR Manager is requesting to consider change to the discipline and termination process.

*Motion by Russell, seconded by Wallace to approve the change to the discipline and termination process as presented and forward to County Board. Roll Call vote requested by Willingham; Voting Yes – Russell, Wallace and Meyer. No – Willingham and Zimmer. Motion carried.*

Recommendations for Work from Home Policy / No Work from Home Policy

A. Gudis, HR Manager read recommendations for the work from home policy for Rusk County Employees.

*Motion by Wallace, seconded by Russell to approve Option A – Option 2 Work from Home Policy and forward to County Board. Roll Call Vote requested by Willingham; Yes - Russell, Wallace and Zimmer. Voting no, Willingham and Meyer. Motion carried.*

July 1, 2024 General Employee Wage Increases

*Motion by Wallace, seconded by Meyer to postpone July 1, 2024 General Employee Wage Increases until June 10, 2024 at 8:00 a.m. Motion carried.*

*Motion by Wallace, seconded by Russell to enter into Closed Session at 7:40 p.m. All responded yes.*

**CLOSED SESSION** announced by Chair Medical Leave Request pursuant to Wi Stats 19.85(1)(c) for considering employment, promotion, compensation or performance evaluation data of any public employee over which the government body has jurisdiction or exercises responsibility.

**OPEN SESSION** – at 7:45 p.m.

*Motion by Meyer, seconded by Wallace to approve the unpaid leave. Motion carried.*

*Motion by Russell, seconded by Meyer to enter into Closed Session at 7:49 p.m. All responded yes.*

**CLOSED SESSION** announced by Chair Preparing for negotiating employee contracts for Sheriff's Department pursuant to Wi Stats 19.85 (1)(e) 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.

**OPEN SESSION** – at 8:19 p.m.

**ADJOURN**

*Motion by Russell, seconded by Wallace to adjourn at 8:29 p.m. Motion carried.*