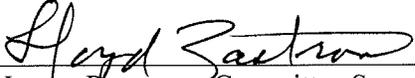


**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
November 17, 2009 @ 10:30am
Jefferson County Courthouse, Room 112**

1. Call to Order. Meeting called to order at 10:30am by S. Schmeling.
2. Roll Call. Members present: James Braughler, Carol Knox, Julie Nelson, Sharon Schmeling, and Lloyd Zastrow. Quorum established. Also Present: G. Petre, T. Palm, G. Scott, M. Hake, J. Parker, P. Milbrath, B. Frank, E. Ronk, P. Ristow.
3. Certification of compliance with the Open Meetings Law. Verification of notice of meeting by G. Petre.
4. Review of Agenda. Agenda reviewed. No changes of order of agenda noted.
5. Citizen Comments. None.
6. Motion by J. Braughler, second by C. Knox, to approve the October 20, 2009, Human Resources Committee minutes as printed. Motion carried.
7. Motion by C. Knox, second by J. Nelson, to recommend a resolution to County Board creating a pool of WIC Peer (Breastfeeding) Counselor positions in the 2010 budget, as long as full funding is available. Motion carried.
8. Motion by J. Braughler, second by L. Zastrow, to recommend an amendment to Personnel Ordinance HR0430, FMLA and Military Leave, to comply with changes in federal regulation expanding coverage for military personnel and their families. Motion carried.
9. Consideration of a personnel ordinance addressing the issue of use of company time or resources for political activity. No action taken, request for more information at a future meeting.
10. Consideration and possible recommendation to amend Personnel Ordinance HR0640, Health Insurance, to include domestic partners in accordance with new State regulation. Item fails for lack of motion.
11. Motion by L. Zastrow, second by C. Knox, to authorize the County Administrator or designee to temporarily suspend attendance provisions as may become necessary due to H1N1 pandemic. Motion carried.
12. Report from Human Resources Director on pay compression issues and potential problem areas if one class of employees receives COLA adjustments and others do not. Input was provided from Chief Deputy and the Sheriff regarding salaries at different levels within their chain of command. Committee requested information on promotion procedures, including movement from union to nonunion in the Sheriff's department, at a future meeting.
13. Report from Corporation Counsel regarding the process of labor negotiations. Handouts were reviewed regarding the process and timeframe involved in arbitration should parties not come to a voluntary agreement.

14. Motion by S. Schmeling, second by C. Knox, to convene into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(e), consideration of union negotiations. Roll call taken with all present responding "Aye". Convened into closed session at 12:02pm.
15. Motion by C. Knox, second by J. Braughler, to reconvene in open session. All present responding "Aye". Reconvened into open session at 12:16pm.
16. Discussion regarding many issues regarding pay increases for non-represented employees, including withholding COLA for management staff, particularly those involved in negotiations. Further discussion regarding equity among employees. Motion by S. Schmeling, second by L. Zastrow, to recommend a resolution to County Board approving pay adjustments in 2010 for non-represented employees on the same basis as that of represented employees (2% 1/3/10 and 1.5% 7/4/10. Motion carried 4:1 (C. Knox).
17. Written report from HR Director provided regarding supervisory training held on October 6, The Employee Benefits Fair held on October 14, Emergency help and vacancy requests received, and updates on pending employment law related legislation.
18. Next meeting date scheduled at 8:00am on Tuesday, November 24, to discuss retention plans for current staff at Countryside.
19. Motion by L. Zastrow, second by S. Schmeling, to adjourn. Meeting adjourned at 12:22pm.



Human Resources Committee Secretary

1-19-10

Date