

**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
October 16, 2012 @ 8:30am
Jefferson County Courthouse, Room 202**

1. Meeting called to order at 8:32am by J. Braughler.
2. Present: J. Braughler, G. David, P. Rogers, J. Schroeder, and D. Schulz. All members present. Quorum established. Others Present: G. Petre, T. Palm, J. Molinaro, P. Ristow, K. Spory (Daily Union), C. Carlson (Carlson Dettmann Consulting) teleconference, K. McCloskey (Carlson Dettmann Consulting), B. Kern
3. Certification of compliance with the Open Meetings Law by G. Petre.
4. Agenda reviewed with no changes.
5. Citizen Comments. None.
6. Motion by D. Schultz, second by G. David, to approve the October 8, 2012, minutes as printed. Motion carried 5:0.
7. Communications: Memo from Bill Kern, dated October 12, 2012, regarding placement of Highway workers and pay-for-performance for the Highway in relation to the Classification and Compensation Study.
8. Presentation from Carlson Dettmann Consulting providing an update to the Classification and Compensation Study. Katie McCloskey was present, as well as Charlie Carlson via phone. Discussion around several topics:
 - a. AFSCME request to negotiate and the complications due to legal uncertainties with the ensuing law suit around Act 10. Consensus was to continue forward with the study by gathering more information, and talk with AFSCME regarding the intent of the letter.
 - b. Highway department. Although Committee directed Carlson Dettmann to proceed with a step-system, and not pay-for-performance, the Highway Commissioner believes a PFP plan would work at the Highway. Committee agreed to listen to arguments as to why a PFP is the best solution for the Highway department and asked the Highway Commissioner to present examples/details of what a PFP would look like and how it would work well in advance to the next meeting in approximately 30 days.
 - c. Classification Review process (Appeals process). The recommendation is the appeals occur after plan adoption. Committee inquired about the possibility of face-to-face review, which would be an additional cost. Completion of the appeals process prior to adoption would delay the plan immensely. Additional future discussion to include what data the County wants to request (i.e. total points, breakdown of points, etc.).
 - d. Implementation. Review of the recommendation of implementation from HR was reviewed, which included green circled employees to the minimum on January 1, 2013, everyone else would be implemented on their step-date or hire-date for those out of steps.

Break 10:07am – 10:20am.

9. Motion by D. Schultz, second by J. Schroeder, to convene into closed session pursuant to Wisconsin State Statutes Section 19.85(1)(b), consideration of employee discipline. All Present responding "Aye". Moved into closed session at 10:20am. Note: other than committee members, others present were P. Ristow, Corporation Counsel; J. Parker, Chief Deputy; and T. Palm, HR Director.
- a. Motion by J. Schroeder, second by G. David, to approve the order of discipline from the Sheriff imposing a 3-day suspension. Motion carried 5:0.
- b. Motion by D. Schultz, second by G. David, to approve the order of discipline from the Sheriff imposing a 90-day suspension. Motion carried 5:0.
10. Next meeting is scheduled for November 20, 2012 at 8:30am, with a tentative special meeting at 8:30am on Wednesday, November 7, 2012. Items to include the Classification and Compensation study, including the appeal process, handling red-circled employees, implementation strategy, and options for highway classifications including pay-for-performance.
11. Motion by D. Schultz to adjourn, second by G. David. Meeting adjourned at 10:55am.



Human Resources Committee Secretary

11-7-12

Date