

**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
October 20, 2009 @ 8:30am
Jefferson County Courthouse, Room 112**

1. Call to Order. Meeting called to order at 8:30am 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, P. Brown, D. Scott, J. Haferman, P. Ristow and B. Frank.
3. Certification of compliance with the Open Meetings Law. Verification of notice of meeting by G. Petre.
4. Review of Agenda. Agenda reviewed with item # 11, Consideration of exception to Personnel Ordinance HR0680, Vacation with pay, and allowance of payout of vacation time, withdrawn.
5. Citizen Comments. None.
6. Motion by L. Zastrow, second by C. Knox, to approve the September 22, 2009, Human Resources Committee minutes as printed. Motion carried.
7. Motion by L. Zastrow, second by J. Braughler, to recommend a resolution to County Board amending Personnel Ordinances HR0360 and HR0265 to prorate random hours for part-time exempt positions. Motion carried 4-0, with 1 (C. Knox) abstaining from discussion and vote due to conflict of interest.
8. Motion by L. Zastrow, second by C. Knox, to recommend a resolution to the County Board amending Personnel Ordinance HR0430 to include domestic partner provisions in the Wisconsin FMLA in accordance with new state regulations. Motion carried 4 – 1 (J. Braughler).
9. Committee reviewed draft of an ordinance addressing a policy for employees working on political activity on work time using County resources. Staff was requested to make revisions and bring back at future meeting.
10. Motion by C. Knox, second by J. Braughler, to recommend a resolution to County Board to amend Personnel Ordinances HR0145 and HR0505 to grant authority to the County Administrator or designee to suspend attendance ordinances during times of widespread emergency or pandemic, including local emergencies. Motion carried.
11. Consideration of exception to Personnel Ordinance HR0680, Vacation with pay, and allowance of payout of vacation time, withdrawn
12. Motion by C. Knox, second by J. Braughler, to forward to Finance Committee a recommendation of no increase to the current \$55 per-diem per meeting for County Board Supervisors. Motion carried. If the Finance supports the recommendation of status quo for per diems, a joint report to the full County Board may be appropriate.
13. A brief overview given by P. Ristow, Corporation Counsel, regarding the negotiation process. HR Committee requested additional information on timelines and strategies of bargaining.

14. Motion by C. Knox, second by L. Zastrow, to convene into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(b), consideration of employee discipline. Roll call taken with all present responding "Aye". Convened into closed session at 10:20am.

Motion by C. Knox, second by J. Braughler, to approve the disciplinary action as recommended by the Sheriff. Motion carried.
15. Motion by J. Braughler, second by J. Nelson, to reconvene in open session. All present responding "Aye". Reconvened into open session at 10:32am.
16. No action taken to recommend wages and benefits for non-represented employees in 2010. A report will be provided at a later meeting regarding possible pay compression concerns.
17. Next meeting is scheduled for Tuesday, November 17, 2009, 10:30am. Note of time change from 8:30am to 10:30am. Agenda items to include possible policy/ordinance on Political Activity, presentation from Corporation Counsel regarding strategies of negotiations, and a report regarding pay compression issues.
18. Discussion of residency requirements for specific County positions was held, considering both the pros and cons of such policy. No action taken.
19. Motion by C. Knox, second by S. Schmeling, to adjourn. Meeting adjourned at 10:47am.



Human Resources Committee Secretary

11-17-09

Date