

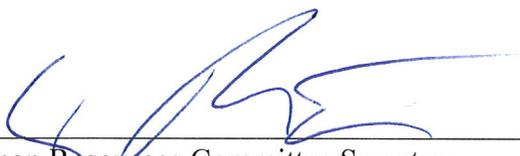
**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
November 15, 2011 @ 8:30am
Jefferson County Courthouse, Room 112**

1. Call to Order. Meeting called to order at 8:31am by J. Braugher.
2. Roll Call. Present: J. Braugher, M. Delany, C. Peterson, D. Schultz and L. Zastrow. Quorum established. Also Present: G. Petre, T. Palm, J. Molinaro, J. Roou,, Staci H, P. Ristow, B. Kern, Ed Sadlowski (AFSCME 40 representative), T. Lindert, P. Milbrath, B. Frank, C. Robinson, A. Jenswold, D. Naatz, J. Garity, B. Block
3. Certification of compliance with the Open Meetings Law. Verification of notice of meeting by G. Petre.
4. Review of Agenda. No changes made.
5. Citizen Comments. Jim Garity, E. Sadlowski, A. Jenswold, B. Block each spoke in favor of keeping pay practices the same at the Highway department, particularly in regards to overtime; J. Garity also spoke on a 5-week employee let go because didn't fit in; and J. Roou inquired if the County had a policy to keep someone employed when they were indicted
6. Approval of minutes. Motion by L. Zastrow, second by D. Schultz, to approve the October 18, 2011 minutes, as presented. Motion carried 5:0.
7. Motion by M. Delany, second by D. Schultz, to recommend an ordinance change to HR0628, Dental Insurance, to reduce the waiting period for new hires to the first of the month following 30-days of employment effective January 1, 2012. Motion carried 5:0.
8. Discussion and consideration of HR0360, Hours of Work, Overtime and Compensatory Time. Discussion included possible changes to the work week, overtime and comp time to follow FLSA standards, language regarding shift differentials, on-call pay and call-in pay. Discussion that more info on Highway, Maintenance and Dispatcher operations is needed. Item to be included on the next agenda for further discussion and possible action.

Committee took a short break from 10:10am – 10:15am.

9. Draft of a workplace violence policy, including concealed carry issues. Item to be brought back at a future meeting, pending no other changes to the county wide conceal carry resolution.
10. Discussion and consideration of other policy or ordinance changes that may be appropriate due to the implementation of the Budget Repair Bill, particularly sections HR0600. Discussion regarding grandfathering or changes to benefits to take place January 1, 2012, including Benefit Waiting Period elimination, reduction of waiting/qualifying period for health and dental, eliminating contingency and longevity but grandfathering current employees.
11. Motion by L. Zastrow, second by C. Peterson, to convene into closed session pursuant to Wisconsin State Statutes Section 19.85 (1)(b) and 19.85(1)(e), consideration of employee discipline and update and consideration of union negotiations. All members present, L. Zastrow, J. Braugher, D. Schultz, C. Peterson and M. Delany responding "Aye". Moved into closed session at 10:55am. Note: P. Milbrath, P. Ristow, G. Petre and T. Palm only others present for consideration of employee discipline. J. Molinaro and J. Roou present for consideration of union negotiation discussion.

- a. Motion by D. Schultz, second by C. Peterson, to approve the Sheriff's discipline recommendation. Motion carried 5:0.
12. Motion by D. Schultz, second by L. Zastrow, to reconvene into open session and take action on items discussed in closed session. All members present, L. Zastrow, J. Braughler, D. Schultz, C. Peterson and M. Delany responding "Aye". Reconvened into open session at 11:39am.
- a. Motion by C. Peterson, second by L. Zastrow, to recommend to County Board the resolution as presented to rescind September 2011 resolution changing the Sheriff's union and management to the State Health Deductible plan. Motion carried 5:0.
13. Motion by C. Peterson, second by M. Delany, to recommend to County Board the resolution presented to approve the ratification of 2011-2013 contract with the labor Association of Wisconsin, Inc. Local 102. Motion carried 5:0.
14. Discussion of wage increases for non-represented and AFSCME employees for 2011 and/or 2012, including benefits and drawbacks of doing zero, one or two years as well as lump sum verses addition to base hourly rate. Item to be discussed further at next future meeting.
15. Next meeting is scheduled for Wednesday, November 30, 2011 at 2:00pm, to include items concerning revisions to Personnel Ordinance, including HR0360, HR0620, HR0645, HR0680, HR0690 and Employment at Will policy; 2011 wages and benefits for non-represented employees; possible contract ratification with AFSCME locals; resolution establishing employee health insurance contribution for 2012.
16. Motion by M. Delany, second by D. Schultz, to adjourn. Motion carried 5:0. Meeting adjourned at 11:45am.



Human Resources Committee Secretary

11-30-11

Date