

**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
September 18, 2012 @ 8:30am
Jefferson County Courthouse, Room 112**

1. Call to Order. Meeting called to order at 8:30am by J. Braughler.
2. Roll Call. Present: J. Braughler, P. Rogers, J. Schroeder, D. Schultz and G. David. Quorum established. Also Present: G. Petre, T. Palm, J. Molinaro, P. Ristow, B. Kern, C. Robinson, A. Jenswold, C. Carlson (Carlson Dettmann Consulting), Katie McCloskey (Carlson Dettmann Consulting), Martha Merrill (AFSCME Council 40), E. Sadlowski (AFSCME Council 40) and K. Spory (Daily Union).
3. Certification of compliance with the Open Meetings Law. Verification of notice of meeting by G. Petre.
4. Review of Agenda. No changes noted on the agenda.
5. Citizen Comments. None.
6. Approval of minutes. Motion by D. Schultz, second by P. Rogers, to approve the August 28, 2012 minutes. Motion carried 5:0.
7. Communications. None.
8. Third quarter retirements recognized and recommended to be presented to County Board.
9. Charlie Carlson from Carlson Dettmann Consulting met with the Committee to provide a status update on the Classification and Compensation. Following previous direction from the Committee, Carlson Dettmann is continuing to work on a standard step-system pay plan. Mr. Carlson reported that there was an “underwhelming response to private market requests.” This has been frustrating, but fortunately the quality of published data is good and nicely supplements the excellent response to the public-sector data that was gathered. A copy of the benchmarked positions was distributed and reviewed with approximately 1/3 of County positions benchmarked, covering almost 50% of employees.

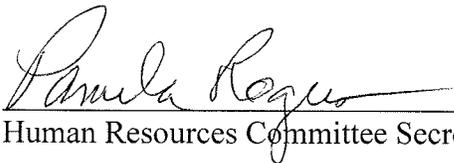
Carlson also reviewed health insurance as a factor of a total compensation package. Carlson provided a 10-year comparison of the County’s health insurance cost (and employee contribution) to Kaiser. Kaiser is the standard that the country uses to compare health costs to. Carlson’s analysis of the county’s health insurance is that Jefferson County has done an excellent job in managing our health costs, as total costs are closer to Kaiser numbers but low compared to other public sector plans.

Carlson further indicated that a review of a preliminary pay plan revealed that approximately 49 employees will be red-circled, or about 13% of the workforce studied. Alternatively, many employees who currently are at the top of their grade will be recommended to receive an increase and be placed on a step within the new recommended

range, or approximately 75% of positions will see an increase. The total package was forecasted by Carlson to cost just short of 1% of payroll.

The meeting ended with discussion regarding the continued influx surrounding Act 10. Consensus was that the County should continue to move forward with the study and will address any conflicts when and if they arise. Carlson Dettmann will next meet with the Human Resources Committee on October 8 at 8:30am. The goal of this meeting is to begin with a public comment/hearing, providing employees the opportunity to share their comments and then to discuss policy choices that need to be made.

10. T. Palm, HR Director, presented a report summarizing positions filled, emergency help requests and new hires starting above the minimum step and/or benefits.
11. Next meeting date October 8, 2012, 8:30am, to include a public hearing/comment for employees regarding the Classification and Comp study and October 16, 2012 at 8:30am.
12. Motion by D. Schultz, second by P. Rogers to adjourn. Meeting adjourned at 9:35am.



Human Resources Committee Secretary

10-16-12
Date