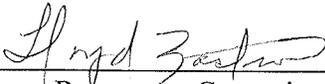


**HUMAN RESOURCES COMMITTEE  
MEETING MINUTES  
December 16, 2008 @ 8:30am  
Jefferson County Courthouse, Room 112**

1. Call to Order. Meeting called to order at 8:30am by S. Schmeling.
2. Roll Call. Present were S. Schmeling, J. Braughler, L. Zastrow, C. Knox, and J. Nelson. Quorum established. Also Present: T. Palm, J. Parker, G. Petre, P. Ristow.
3. Certification of compliance with the Open Meetings Law. Verification of notice of meeting by G. Petre.
4. Review of Agenda. Reviewed with no changes.
5. Citizen Comments. None
6. Motion by C. Knox, second by J. Braughler, to approve the November 18, 2008, minutes as printed. Motion carried.
7. Review of Personnel Ordinances HR0120 and HR0461.
  - a. Motion by J. Nelson, second by L. Zastrow, to approve a resolution to County Board recommending an amendment to HR0120 to include uniform allowance for non-represented, sworn employees, consistent with represented, sworn employees. Motion carried.
  - b. Motion by C. Knox, second by J. Braughler, to approve a resolution to County Board recommending an amendment to HR0461, to include 36 months of a Leave Of Absence health insurance continuation, followed by 36 months of Cobra health insurance continuation, for active military employees, to conform with requirements of the State Health Plan. Motion carried. Note: This amendment does not amend the length of time the County will contribute to active member's health insurance, and therefore, no increase in financial impact.
8. Review of policies affecting overtime use and payout throughout the County. Educational information provided by P. Ristow, T. Palm and G. Petre on overtime policies and practices due to the Personnel Ordinance as well as seven union contracts and management's responsibility to control overtime verses the level of service provided.
9. Next meeting dates set for January 20, 2009 @ 8:30am, to include items to discuss the process of bargaining and the impact in Jefferson County from the Corporation Counsel, as well as a list of Human Resources acronyms frequently used.
10. Motion by C. Knox, second by L. Zastrow, to adjourn. Meeting adjourned at 9:37am.

  
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Human Resources Committee Secretary

2 - 3 - 09  
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Date