

**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
September 22, 2009 @ 9:30am
Jefferson County Courthouse, Room 112**

1. Call to Order. Meeting called to order at 9:30am by S. Schmeling.
2. Roll Call. Members present: James Braughler, Carol Knox, Sharon Schmeling, and Lloyd Zastrow. J. Nelson excused and arriving at 9:35am. Quorum established. Also Present: T. Palm, G. Petre, K. Cauley, C. Dallman, J. Nehmer, C. Zentner, B. Frank, and 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. Supervisor Carlton Zentner expressed concern regarding the County's negotiating methods and results achieved.
6. Motion by C. Knox, second by J. Nelson, to approve the August 26, 2009, Human Resources Committee minutes as printed. Motion carried.
7. Motion by C. Knox, second by J. Braughler, to recommend approval of the Limited Term Cooperative Weed Management intern position in the Parks Department, contingent on approval from the Parks Committee, approval and receipt of the Partnering Together grant and the grant project remains tax-levy neutral. Motion carried.
8. Motion by S. Schmeling, second by J. Nelson, to approve a resolution to the County Board recommending recognition of employee retirements for the third quarter of 2009. Motion carried.
9. Motion by J. Nelson, second by L. Zastrow, to recommend a resolution to County Board to create a full-time Comprehensive Community Services Facilitator position and eliminate a full-time Human Services Professional II position, noting that 60% is funded and 40% is tax-levy. Motion carried.
10. J. Braughler requested that the draft of changes to HR0430, Family Medical Leave Act, be revised with modifications regarding Domestic Partners as suggested by the Committee and brought back for consideration at a future meeting.
11. Committee requested that a final draft of a Personnel Ordinance regarding the use of company time or resources for political activity be considered at a future meeting, with suggested modifications from the HR Committee.
12. Committee requested that revisions be drafted to the Personnel Ordinance to address flexibility during times of a declared emergency to include the ability to waive a doctor's excuse, allow borrowing up to 40 hours of sick pay with a plan for the employee to 'repay' it, and upon declaration from the County Administrator, to permit flexible schedules out of the ordinary, upon approval of the department head and Human Resources Director.

13. Discussion of residency requirements for specific County positions was held, considering both the pros and cons of such policy. No action taken.
14. Discussion held in open session to update committee regarding union negotiations, specifically how it relates to the outcome of the September 15 referendum.
15. No action taken regarding discussions of union negotiations.
16. No action taken on establishing wages and benefits for non-represented employees for 2010.
17. Written report from the Human Resources Director provides regarding emergency help requests and requests to fill vacancies for the month, in addition to updates on pending employment-related legislation and review of State Health Insurance rates for 2010.
18. Next meeting scheduled for Tuesday, October 20, 2009 @ 8:30am, to include drafts of policies/ordinances regarding prohibiting the use of County resources for political activities, flexibility in times of a declared emergency and revisions to FMLA ordinance to comply with changes to the State law. In addition, information regarding the negotiation process and timelines for the next contract from Corporation Counsel.
19. Motion by L. Zastrow, second by C. Knox, to adjourn. Meeting adjourned at 12:04pm.



Human Resources Committee Secretary

10-20-09

Date