

**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
November 7, 2012 @ 8:30am
Jefferson County Courthouse, Room 112**

#6

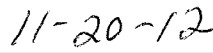
1. Meeting called to order at 8:30am by J. Braughler.
2. Present: J. Braughler, G. David, P. Rogers, J. Schroeder, and D. Schulz. All members present. Quorum established. Others Present: G. Petre, T. Palm, J. Molinaro, P. Ristow, J. Nehmer, B. Lamers, J. Garity, B. Block, C. Robinson, B. Kern.
3. Certification of compliance with the Open Meetings Law by G. Petre.
4. Agenda reviewed with no changes.
5. Citizen Comments. None.
6. Motion by D. Schultz, second by P. Rogers, to approve the October 16, 2012, minutes as printed. Motion carried 5:0.
7. Communications:
 - a. Memo from Judge Jennifer Weston, dated October 11, 2012, regarding the Jefferson County Classification and Compensation Study
 - b. Email from Ed Sadlowski, AFSCME Council 40, dated November 6, 2012, regarding Demand to Bargain with Jefferson County Courthouse Employees Union Local 3798, AFSCME, AFL-CIO
 - c. Email from Ed Sadlowski, AFSCME Council 40, dated November 6, 2012, regarding Demand to Bargain with Jefferson County Human Service Professional Employees Union Local 723, AFSCME, AFL-CIO
 - d. Email from Ed Sadlowski, AFSCME Council 40, dated November 6, 2012, regarding Demand to Bargain with Jefferson County Highway Employees Union Local 655, AFSCME, AFL-CIO
 - e. Email from Ed Sadlowski, AFSCME Council 40, dated November 6, 2012, regarding Demand to Bargain with Jefferson County Health Department Professional Employees Union Local 723, AFSCME, AFL-CIO
 - f. Letter from National Insurance Services to Ellen Braatz, dates November 1, 2012, regarding Long Term Disability Renewal.
8. The Human Resources Director would arrange a representative from other counties to share their opportunities and challenges from pay-for-performance plans. Committee asked to delay this until the policy issue of Pay for Performance is revisited after the Classification and Compensation Study is adopted.
9. Motion by P. Rogers, second by G. David, to recommend to County Board the adoption of the Classification and Compensation Study proposed by Carlson Dettmann Consulting and to implement the plan in accordance with the October 16, 2012 memo from Human Resources, and to make this policy the County's negotiation position if required. Motion carried 4:1 (J. Schroeder). Committee also discussed the appeal process and asked staff to draft a procedure

providing employees an opportunity to meet face-to-face with the HR Committee and that the Committee's decision is final providing a successful appeal is under \$25,000. The Committee also did not request any point information from Carlson Dettmann.

10. Motion by P. Rogers, second by J. Schroeder, to recommend a resolution to County Board amending the age-limit for a covered dependent under the County's Group dental plan to be uniform with the age limit defined in the State Employee Health Insurance plan. Motion carried 5:0.
11. Motion by G. David, second by D. Schultz, to recommend to County Board the creation of one Full-time Dementia Care Specialist Project Employee at Human Services, 100% grant-funded, and elimination of the position when grant funding is exhausted. Motion carried 5:0.
12. Motion by J. Schroeder, second by P. Rogers, to recommend a budget amendment to County Board to create a category of occasional part-time pool Jail RNs (A.D.Ns) for the Health department but under the Sheriff Jail budget. Motion carried 5:0.
13. Future meeting dates: Tuesday, November 20, 2012 at 8:30am; Monday, December 3, 2012 at 8:30am, to continue discussion on the Classification and Compensation study.
14. Motion by D. Schultz to adjourn, second by G. David. Meeting adjourned at 10:10am.



Human Resources Committee Secretary



Date