

Agenda
Human Resources Committee
Jefferson County Courthouse
320 S Main St, Room 112
Jefferson, WI 53549

August 20, 2013 @ 8:30 a.m.

Committee Members: James Braugher, Chair; Greg David; Pamela Rogers, Secretary; Jim Schroeder, and Dick Schultz, Vice-Chair

1. Call to order
2. Roll call (establish a quorum)
3. Certification of compliance with the Open Meetings Law
4. Review of the Agenda
5. Citizen comments
6. Approval of July 23, 2013 minutes
7. Communications
8. Monthly Financial Report
9. Consideration of 2013 Reclassification recommendations
10. Consideration to amend HR0210, Amendment and Maintenance of the Classification Plan, to clarify the role of the Committee in the Reclassification process
11. Update on the County-wide mini safety audit and options for safety management in the future
12. Update on the Affordable Care Act
13. Update on the Deferred Compensation options
14. Update on consultant to conduct the HIPAA Privacy Gap Analysis, including a possible recommendation for contingency transfer
15. Convene into closed session pursuant to Wisconsin State Statutes Section 19.85 (1)(e), consideration of union negotiations, and Wisconsin State Statutes 19.85 (1)(f), consideration of employee's specific medical history as it relates to a leave of absence request
16. Reconvene into open session for possible action on Personal Leave of Absence Request
17. Set next meeting date and agenda
18. Adjournment

Next scheduled meeting: September 17, 2013 @ 8:30 am.

The Committee may discuss and/or take action on any item specifically listed on the agenda

Individuals requiring special accommodations for attendance at the meeting should contact the County Administrator 24 hours prior to the meeting at 920-674-7101 so appropriate arrangements can be made.

**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
July 23, 2013 @ 8:30am
Jefferson County Courthouse, Room 112**

1. Meeting called to order at 8:31am by Vice President, Dick Schulz.
2. Present: G. David, P. Rogers, and D. Schulz. J. Schroeder and J. Braugher, arriving at 8:34am and 8:37, respectively. Quorum established. Others Present: B. Wehmeier; T. Palm; J. Molinaro; P. Ristow; B. Lamers; D. Heling; B. Frank; C. Robinson; J. Nehmer; Lydia Statz, *Daily Union*; Charles Carlson, Carlson Dettmann Consulting; and Bill Barnes, Nationwide Deferred Compensation.
3. Certification of compliance with the Open Meetings Law by B. Wehmeier.
4. Agenda reviewed with no changes.
5. Citizen Comments. None.
6. Motion by P. Rogers, second by D. Schultz, to approve the June 18, 2013 minutes as printed. Motion carried 3:0.
7. Communications: None.
8. T Palm, HR Director, presented the Human Resources Department monthly financials, noting an overage in Computer Support due to a service call needed for the software for the security doors, as well as Computer Software, due to purchasing Adobe software for a staff member to enhance her capability to produce documents in a fraction of the time.
9. Discussion of the reclassification process, including a presentation from Charlie Carlson, Carlson Dettmann Consulting. T. Palm, HR Director, provided a brief history of the HR Committee's role in the reclass process, which was to receive a report and recommendations would be implemented in the following year's budget process. The union contracts, excluding Highway and Law, had language that included a binding recommendation by the agreed upon vendor. Now, without union language, the HR Committee has the responsibility to approve the recommendations. This year, several employees have asked the Committee for consideration to overturn Carlson Dettmann's recommendation. Mr. Carlson explained his thoughts of a reclassification process: all requests/data are screened by Human Resources, sent to Carlson Dettmann on an annual basis, are indisputable able unless there is evidence that they (Carlson Dettmann) have acted irresponsibly, and are implemented with the budget, because there is a cost to this. Mr. Carlson further presented the risks put on municipalities/counties without collective

bargaining. In this case, the Equal Pay Act is a consideration. The Committee/County is now “on the hook” for decisions, and having to explain why one group received an increase in pay and another didn’t. Before, there was almost always collective bargaining as a factor. There is no legal defense if making these kinds of decisions without analytical evaluation or measures to support their decisions. What basis will the Committee use to make a decision? If it can’t be objectively defended, you will have other employees stating “me too” and where will it end? Mr. Carlson recommended that put these reclassifications on hold for a year. They would be to come back in a year when the reclass is opened again in 2014. Mr. Carlson further recommended that the County have some Performance Management program; otherwise, pressure will continue to be put on the reclassification system as it will be used as the method to try to reward high performers. Committee will address the issue at the next meeting, including possible language change to Ordinance HR0210, Amendment and Maintenance of the Classification Plan.

10. Bill Barnes, Nationwide, presented a new plan design option available through Nationwide deferred compensation. Mr. Barnes explained that our current plan has either a .6, .7 or .9% administrative fees, 40 funds to select from, and an option of Fixed funds with a guaranteed 3.5% return. There is a new plan design option to consider that would transfer all fiduciary responsibility to Morningstar, 30 funds to select from, the administrative fee would be eliminated entirely and there would be no guaranteed fixed fund (the current rate for comparable funds in the new option is 2.5%). Also discussed was the availability to offer a Roth Option to employees, where taxes are paid at the time of deduction and the earnings are tax-free. T. Palm informed committee that a memo was sent to all employees explaining these differences and asking for their feedback. There were only four employees that replied, all against a change. Several acknowledged the 3.5% fixed fund as desirable, as well as more funds available in our current plan. Because of the lack of input from employees, committee asked to survey again. Mr. Barnes will set up meetings and HR will follow up with a monkey survey and report back to Committee when completed.
11. Consideration of Deferred Compensation plan design change. Motion by D. Schultz, second by P. Rogers, to add the option to allow employees to make Roth contributions to their 457 Plan (Deferred Compensation). Motion carried 5:0.

Break: 10:00am – 10:08am.

12. HR Director, T. Palm, presented an update on the Affordable Care Act. The IRS delayed the 2014 ACA Employer Mandate Penalties, which means employers will not have to offer minimum essential coverage, or affordable coverage, until 2015. A review from The Horton Group indicates the County is in terrific shape to be compliant with the law.

We are already offering coverage to all full-time employees, as well as almost everyone who is a seasonal employee. Two positions were identified by HR as potential staff that would need to be offered coverage in 2015, however, the budget does not, nor has ever, authorized an increase in hours. Also, according to the report from Horton, the lowest employee share/cost is well under the amount considered unaffordable for the lowest paid position, again showing we meet the affordability criteria. The only question that will probably still need formal approval is whether to continue to offer health insurance at all or pay the penalty. Again, the cost of doing this includes other factors such as increased wages to attract and retain staff, an increase in WC, FICA, WRS and UI, which may actually be more expensive than offering coverage.

13. Update by T. Palm, HR Director, for a part-time Safety Coordinator position. It was reiterated of the inconsistencies between departments on safety practices, lack of policies and procedures and training, and an upcoming need with GHS Hazcom training. Knowing budget constraints, HR would at least like to attempt to find a part-time position to start working on these needs. A mini audit/gap analysis will be completed in the next couple of months that will demonstrate where the County's strengths and areas of improvement are, as well as help prioritize and develop a plan to ensure we stay compliant. Committee discussed other options such as contracting or sharing with another county. The Committee also would like to see the Highway department included as part of the safety audit. HR Director will continue to explore other options and report back to committee.
14. HR Director reported that an RFP has been developed to conduct a HIPAA Privacy gap analysis and risk assessment. This is an area with increasing litigation. Several years ago the County had a HIPAA Officer; since her retirement, privacy policies have not been reviewed to ensure they have been updated in accordance with changing regulations or that training programs are sufficient. The HR Budget has some funds set aside for HIPAA compliance, but may not be sufficient for the audit. If not, the recommended vendor will be presented to HR Committee asking for support to continue.
15. Motion by P. Rogers, second by D. Schultz, to convene into closed session pursuant to Wisconsin State Statutes Section 19.85 (1)(e), consideration of union negotiations. All present responding "Aye". Moved into closed session at 10:10am. *Note: Also present were P. Ristow, B. Wehmeier and T. Palm.*
16. Motion by P. Rogers, second by G. David, to reconvene into open session. All present responding "Aye". Reconvened into opens session at 10:30am.
17. Consideration of hiring a consultant for Labor negotiations. Discussion of the benefit received from using outside resources but also the cost. Committee indicated that if

outside consultant was needed to use sparingly to keep cost down. HR has minimum money in budget. Motion by D. Schultz, second by P. Rogers, to approve hiring Bill Bracken to assist the County in labor negotiations. Motion carried 5:0.

18. HR Director reviewed requested 2014 budget, which includes increase for labor negotiations (as a cyclical event) and a part-time Safety Coordinator. Funding for training for all employees as well as supervisory training is also included, as training is a major defense in any legal action.
19. Next meeting date scheduled 8:30am, Tuesday, August 20, 2013, to include, in addition to regular items, recommended ordinance language change to address reclassification appeal issue, address the 2014 reclassifications, update on the Affordable Care Act, update on Safety Coordinator, Update on HIPAA Privacy gap analysis, update on Deferred Compensation options and closed session for union negotiations.
20. Motion by D. Schultz, second by G. David, to adjourn. Meeting adjourned at 10:35am.

Human Resources Committee Secretary

Date

Carlson Dettmann Consulting, LLC

MEMORANDUM**Date:** May 31, 2013**To:** Terri Palm, Human Resources Director**From:** Katie McCloskey, Senior Human Resources Consultant**Re:** Administration/Elections Deputy Clerk

Jefferson County asked Carlson Dettmann Consulting (CDC) to conduct a classification review for the position of Administration/Elections Deputy Clerk. A reclassification form and an updated JDQ dated April 23, 2013 were submitted for our review. The request is for a recommendation for a classification evaluation and recommendation for appropriate placement onto the County's non-represented pay scale.

A thorough review of the position's responsibilities listed on the JDQ and a thorough review of the reclassification form was conducted. There were changes indicated on the submitted documents that have been made to the position's areas of responsibility. A few of the task changes occurred since the JDQ was originally reviewed in the recent compensation study and some tasks were already being completed before the original JDQ was submitted.

We applied our point factor evaluation system considering the tasks that have been changed since the original review. It is our determination that the changes in the position are not substantial enough to change the points already applied to this position. The ratings previously applied to this position encompass the new responsibilities. Therefore the points for the position did not change and it is our recommendation that the position remain in a **Grade 3** on the non-represented pay scale.

Please do not hesitate to call me at the number listed below if you have any further questions.

Carlson Dettmann Consulting, LLC
6907 University Avenue
Middleton, WI 53562
(608) 239-7991 (Charlie) (608) 334-5283 (Katie)
Charles.carlson@carlsondettmann.com
Katie.mccloskey@carlsondettmann.com

Carlson Dettmann Consulting, LLC

MEMORANDUM**Date:** May 31, 2013**To:** Terri Palm, Human Resources Director**From:** Katie McCloskey, Senior Human Resources Consultant**Re:** Recommendation AODA Assessor-Counselor

As part of the original compensation conducted in 2012 Jefferson County asked Carlson Dettmann Consulting (CDC) to make a recommendation for the appropriate placement onto the County's non-represented pay scale for the AODA Assessor-Counselor position in its Human Services Department. Because of changes that were occurring with the position during the time of the study, a recommendation for placement onto the schedule was delayed.

A thorough review of the position's responsibilities listed on the JDQ dated August 16, 2012 was conducted and we applied our point factor evaluation system. It is our recommendation the position be placed in a **Grade 6** on the non-represented pay scale.

Please do not hesitate to call me at the number listed below if you have any further questions.

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Carlson Dettmann Consulting, LLC

MEMORANDUM

Date: May 31, 2013

To: Terri Palm, Human Resources Director

From: Katie McCloskey, Senior Human Resources Consultant

Re: Chief Deputy County Clerk

Jefferson County asked Carlson Dettmann Consulting (CDC) to conduct a classification review for the position of Chief Deputy County Clerk. A letter dated April 26, 2013 and signed by the incumbent and the supervisor of the position were submitted for our review. The request is for a recommendation for a classification evaluation and recommendation for appropriate placement onto the County's non-represented pay scale.

A thorough review of the position's responsibilities listed on the original JDQ dated July 17, 2012 and a thorough review of the letter was conducted. There were no significant changes indicated on the JDQ that have been made to the position's areas of responsibility since the job was classified in the recent compensation study. The letter clarified and expounded on information that was previously included in the JDQ.

We reviewed the points previously applied to the position utilizing our point factor evaluation system. The points for the position did not change. Therefore, it is our recommendation that the position remain in a **Grade 5** on the non-represented pay scale.

Please do not hesitate to call me at the number listed below if you have any further questions.

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Carlson Dettmann Consulting, LLC

MEMORANDUM**Date:** May 31, 2013**To:** Terri Palm, Human Resources Director**From:** Katie McCloskey, Senior Human Resources Consultant**Re:** Economic Development Secretary

Jefferson County asked Carlson Dettmann Consulting (CDC) to conduct a classification review for the position of Economic Development Secretary. A reclassification form and an updated JDQ were submitted for our review. The request is for a recommendation for a classification evaluation and recommendation for appropriate placement onto the County's non-represented pay scale.

A thorough review of the position's responsibilities listed on the JDQ and a thorough review of the reclassification form was conducted. According to the documents submitted there have been additional duties added to this position because of changes initiated by HUD and individual grant programs. Alternative methods for delivering education and marketing these programs have caused some of the duties for this position to change.

We applied our point factor evaluation system considering the tasks that have been changed. The points for the position did increase, but did not cause the position to move into another grade. Therefore it is our recommendation the position remain in a **Grade 3** on the non-represented pay scale.

Please do not hesitate to call me at the number listed below if you have any further questions.

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Carlson Dettmann Consulting, LLC

MEMORANDUM**Date:** May 31, 2013**To:** Terri Palm, Human Resources Director**From:** Katie McCloskey, Senior Human Resources Consultant**Re:** Payroll Technician/ Accounting Assistant

Jefferson County asked Carlson Dettmann Consulting (CDC) to conduct a classification review for the position of Payroll Technician/Accounting Assistant. The job description questionnaire (JDQ) dated July 18, 2012 along with a letter from the incumbent and the position's supervisor were submitted for our review. The request is for a recommendation for a classification evaluation and recommendation for appropriate placement onto the County's non-represented pay scale.

A thorough review of the position's responsibilities listed on the JDQ was conducted and we applied our point factor job evaluation system. There were no significant changes indicated on the JDQ that have been made to the position's areas of responsibility since the job was classified in the recent compensation study. The additional letter clarified and expounded on information that was previously included in the JDQ.

We reviewed the points previously applied to the position utilizing our point factor evaluation system. The points for the position did not change. Therefore, it is our recommendation that the position remain in a **Grade 5** on the non-represented pay scale.

Please do not hesitate to call me at the number listed below if you have any further questions.

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Carlson Dettmann Consulting, LLC

MEMORANDUM**Date:** May 31, 2013**To:** Terri Palm, Human Resources Director**From:** Katie McCloskey, Senior Human Resources Consultant**Re:** Deputy Clerk III

Jefferson County asked Carlson Dettmann Consulting (CDC) to conduct a classification review for the newly created position of Deputy Clerk III. A job description questionnaire (JDQ) dated April 23, 2013 was submitted for our review. The request is for a recommendation for a classification evaluation and recommendation for appropriate placement onto the County's non-represented pay scale.

The Clerk of Courts has added the responsibilities of creating procedure manuals as it relates to criminal and traffic case management, training staff responsible for these areas and reviewing the work of other staff in these areas to ensure accuracy to two of the Deputy Clerk II's responsibilities. These positions will have the responsibility of training and instructing and providing work direction to the Deputy Clerk II's specifically assigned in these areas.

A thorough review of the position's responsibilities listed on the JDQ was conducted and we applied our point factor job evaluation system. The points for the position landed in a Grade 4. Therefore, it is our recommendation that the position of Deputy Clerk III be placed in a **Grade 4** on the non-represented pay scale.

Please do not hesitate to call me at the number listed below if you have any further questions.

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HR0210

AMENDMENT AND MAINTENANCE OF THE CLASSIFICATION PLAN. The annual budget, adopted in November, shall show all positions authorized for the various departments. Whenever one or more new positions are under consideration for possible establishment or whenever, because of any revision in organization or methods, a significant change of the duties or responsibilities of any existing position is to be made which may require the reclassification of such position, or whenever a new class is created to which any position may more appropriately be assigned, or whenever, because of the abolishment or combination of any existing positions or classes, an amendment to the classification plan is required, or whenever a position is vacant for more than one year, the following procedures shall be observed:

- A. The department head or the County Administrator shall report the significant facts relating to such possible changes in the classification plan in writing to the Human Resources Committee in the manner prescribed.
- B. The Human Resources Committee, upon written request of the County Administrator, upon written request of any employee, or upon its own initiative, may initiate an inquiry into the classification of any position. Written requests for changes in the classification plan shall be submitted to the Human Resources Department by April 1 of each year, with the exception of requests initiated by the County Administrator, which may be reviewed at any time. The County **may** shall use a consultant to consider such proposed changes and shall review the classification plan. The consultant's recommendations shall be implemented unless it can be demonstrated that the consultant acted egregiously when considering the requests, or unless the Board takes action to uniformly delay or deny all recommendations based on budgetary or other constraints. ~~and present any~~ Recommended changes shall be presented to the Human Resources Committee and then. ~~These recommendations will be presented to the Board of Supervisors with the proposed County budget for the succeeding year. Reclassifications, grade reassignments or job title changes shall be effective January 1 of the succeeding year, unless otherwise recommended and approved by the Board of Supervisors. Employees requesting reclassification shall be informed of the consultant's recommendation and Human Resources Committee action by the Human Resources Department. [am. 07/08/08, ord. 2008-14]~~
- C. No change in the status of a current employee, or employment of a new employee (other than on an emergency help basis) may be effected until the classification plan change has been approved by the Board of Supervisors. No change in the pay plan shall be made until the classification plan revision requiring a pay plan change has been approved by the Board. [am. 3/13/12, ord. 2011-31]

July 15, 2013

Terri Palm, Human Resources Director
Jefferson County
320 South Main Street
Jefferson, WI 53549

Re: Network Safety Consultants, Inc.
Engagement of Safety Services

Terri:

This letter will confirm your engagement of Network Safety Consultants, Inc. and the basis upon which we will provide safety consulting and/or training services to you pursuant to the proposal enclosed. Charges for consulting fees will be based on the proposal for services attached.

We shall bill you at the end of the month safety services are rendered. Any unusual or unanticipated expenses incurred on your behalf will also be billed to you at the end of the month in which they occur. At this time, no additional expenses are anticipated. If expenses are to be incurred on your behalf, you will be contacted for approval prior to the expense being incurred.

In connection with the services to be provided, we will use reasonable care and skill in accordance with customary industry standards. Nevertheless, we cannot guarantee that our services rendered, or recommendations presented in connection with the attached proposal, will either preclude the possibility of injury or ensure compliance with all applicable laws and regulations now or hereafter in effect. Furthermore, our liability for the services rendered hereunder shall be limited to the total amount invoiced in connection with the services provided and we disclaim any and all liability for consequential damages or lost profits.

Please signify your agreement to the arrangement for the services described above by returning a signed copy of this letter to us within 10 days. We look forward to working with you.

Sincerely,
Network Safety Consultants, Inc.

By: David M. Valentine
David M. Valentine, CSP
Its: Vice President
Date: August 6, 2013

So Stipulated:
By: Terri M. Palm
Its: H.R. Director
Date: 8-6-13

Jefferson County Safety Services Proposal

▪ **Introduction:**

The services proposed are designed to evaluate and benchmark the current Jefferson County safety policies, programs and procedures. This will be based on a variety of standards which are applicable to the County service being evaluated. For example, employee safety is based on OSHA safety standards, Park liability is largely based on the "*Handbook for Public Playground Safety*" from the U.S. Products Safety Commission and Fleet Safety is based on Wisconsin and Federal Department of Transportation rules and standards.

▪ **Initial On-Site Evaluation**

The first step anticipated is to review all current Jefferson County Safety policies, programs and procedures. This will include accident reporting, accident investigation, employee safety training (and documentation), safety rules, and any written programs or Employee Handbook references to safety. This most likely will be at the County Offices.

The second step is to do a physical survey of the various Jefferson County operations (again excluding the Highway Department). Conditions and/or practices will be documented with photos which are provided only to Jefferson County. These photos help identify and document current safety hazards, exposures, conditions and/or practices.

An alternate fee proposal would include the Highway Department, per your request.

▪ **Written Analysis/Evaluation**

A written report will be provided that covers the results of the analysis/evaluation, including the photos described above. Network Safety Consultants can also present the report at a Jefferson County Board Meeting for an additional fee.

▪ **Recommendations**

The Report will include detailed, prioritized recommendations as to how to improve the Jefferson County safety policies, programs and procedures.

Fees:

The fee for the initial safety analysis/evaluation is \$2,400. If a presentation to the County Board is needed, an additional \$600 fee is required. Including the Highway Department would be an additional \$750 or a total of \$3150.

Other Safety Services:

Other services, such as industrial hygiene surveys for noise or airborne contaminants monitoring and/or powered industrial vehicle operator training, can be provided at additional fees. Network Safety Consultants provides a wide variety of safety services to meet almost any specific needs.

Summary

Effective safety programs help to prevent and/or reduce the potential for accidents and regulatory violations. Effective safety programs also help during the marketing of your commercial insurance program and result in significant reduction in the costs associated with accidents and injuries. An effective safety program can also have a positive impact on public confidence and safety.

Network Safety Consultants is very experienced in the safety requirements and needs of public entities. We have worked with Wisconsin Counties, as well as many Wisconsin Towns and Villages over the past 14 years.

SAFETY COORDINATOR

DEFINITION

Under direction of the Risk Manager; develops, implements and coordinates occupational health and safety programs for Dane County. Assists county departments, safety committees, managers and employees in identifying and resolving occupational health and safety issues and ensures that county-wide programs are implemented and maintained. Receives and disseminates health and safety information to the appropriate staff. Conducts accident and risk investigations and serves as staff support to various committees and/or work groups which may be created. Performs related work as required.

EXAMPLES OF DUTIES

Develops, implements and coordinates safety programs with all county departments; collects and analyzes data on safety hazards with questionnaires, personal interviews, on-site observations and review of accident and injury records; prepares a variety of statistical and other reports based on available data, on causes and prevention of accidents and injuries; serves as technical expert on applicable federal, state and local occupational health and safety laws, rules and regulations which includes communicating information to departments as needed, coordinating associated compliance and reporting activities; receives, reviews and responds to employee complaints, questions and concerns on occupational health and safety issues; works with all employees, unions and departmental management in the promotion of better occupational health and safety practices; provides counseling and training as needed; reviews develops and recommends procedural changes when appropriate; prepares necessary reports and communications to managers, employees and safety committees on safety and occupational health issues; implements and delivers training programs; assists departments with setting priorities and evaluates the effectiveness of departmental safety programs; assists managers and other county staff in developing safety policies, safety procedure manuals and related work rules as needed; identifies and acquires necessary training and informational materials; develops incentive programs to strengthen employee involvement and commitment to occupational health and safety goals; conducts investigations of accidents and injuries; provides assistance to the Risk Manager and other appropriate bodies in the development of policies, procedures and programs designed to reduce the incidence of job-related accidents and illnesses, identifies and eliminates safety hazards and encourages safe working habits and environments; serves as staff to the County Safety Committee; maintains OSHA logs and related files; prepares educational and public informational material; attends a variety of meetings related to safety.

EMPLOYMENT STANDARDS

Education and Experience: A degree in the field of Safety or a related field or any combination of training and experience equivalent to a bachelor's degree in occupational health and safety or related field and three years of responsible administrative experience in the operation of a program in an occupational health and safety field. Experience must include two years of significant involvement in safety program development, implementation and monitoring and safety hazard identification and resolution.

(OVER)

SAFETY COORDINATOR (continued)

page 2

Knowledges and Abilities: Knowledge of administrative practices and procedures required for the management of an occupational health and safety program. Knowledge of the principles and laws concerning occupational health and safety. Knowledge of safety hazard techniques and statistical methods for analyzing accident and injury data. Must have the skills to organize, recommend on the purchase and/or prepare and present safety training courses. Ability to write policies and procedures. Ability to organize and revise safety programs in a variety of work environments. Ability to write and present proposals in a clear and concise manner. Ability to establish and maintain effective working relationships with federal, state and local agencies involved in occupational health and safety. Ability to detect unsafe working or operating conditions and safety training needs. Ability to perform ergonomic assessments. Ability to use various testing/monitoring equipment including air sampling equipment.

Special Requirements: Possession of or ability to obtain a valid Wisconsin driver's license. A safe driving record is required.

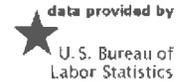
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8/28/96

COMPARE BLS & PAYSACLE MARKET SALARY DATA

 [Print Preview](#)

Position Title: Occupational Health and Safety Specialists [Back to List](#)

Position Match Description: Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector. Includes environmental protection officers.



	BASE SALARY (Annual)				
Weighted Average	10th	25th	50th (Median)	75th	90th
National					
\$65,610	\$38,780	\$49,410	\$64,660	\$80,430	\$94,180
State - Wisconsin					
\$62,300	\$43,270	\$51,330	\$60,540	\$72,020	\$85,600
Metropolitan Statistical Area - Madison					
\$61,920	\$43,640	\$50,860	\$60,940	\$70,800	\$83,880

Position Title: Safety Manager [Back to List](#)

Position Match Description: Design and train all levels of employees. Participate in the development of safety and health policies, practices and procedures. Lead the investigation of accidents and injuries, and cooperate in the preparation of material for hearings and insurance investigations. Ensure company compliance with all applicable laws governing environmental health and safety. Conduct and coordinate safety inspections.



	BASE SALARY (Annual) (1-4 years)				
Average	10th	25th	50th (Median)	75th	90th
National (90 Responses)					
\$57,243	\$36,488	\$45,219	\$56,658	\$70,445	\$85,362
State - East North Central U.S. Region (90 Responses)					
\$53,805	\$37,505	\$44,722	\$53,517	\$63,456	\$73,653
Metropolitan Statistical Area					

 **PayScale Influencers:** The following items may influence the salary of this position.

BUSINESS ACTIVITY					
COMPANY SIZE (EMPLOYEES)					
1-9 Employees					
Average	10th	25th	50th (Median)	75th	90th
National					
\$54,277	\$38,704	\$45,895	\$54,119	\$62,974	\$71,767
State - East North Central U.S. Region					
\$49,050	\$36,191	\$42,290	\$48,986	\$55,937	\$62,637
10-49 Employees					
Average	10th	25th	50th (Median)	75th	90th

The New York Times

August 12, 2013

A Limit on Consumer Costs Is Delayed in Health Care Law

By **ROBERT PEAR**

WASHINGTON — In another setback for President Obama’s health care initiative, the administration has delayed until 2015 a significant consumer protection in the law that limits how much people may have to spend on their own health care.

The limit on out-of-pocket costs, including deductibles and co-payments, was not supposed to exceed \$6,350 for an individual and \$12,700 for a family. But under a little-noticed ruling, federal officials have granted a one-year grace period to some insurers, allowing them to set higher limits, or no limit at all on some costs, in 2014.

The grace period has been outlined on the Labor Department’s Web site since February, but was obscured in a maze of legal and bureaucratic language that went largely unnoticed. When asked in recent days about the language — which appeared as an answer to one of 137 “frequently asked questions about Affordable Care Act implementation” — department officials confirmed the policy.

The discovery is likely to fuel continuing Republican efforts this fall to discredit the president’s health care law.

Under the policy, many group health plans will be able to maintain separate out-of-pocket limits for benefits in 2014. As a result, a consumer may be required to pay \$6,350 for doctors’ services and hospital care, and an additional \$6,350 for prescription drugs under a plan administered by a pharmacy benefit manager.

Some consumers may have to pay even more, as some group health plans will not be required to impose any limit on a patient’s out-of-pocket costs for drugs next year. If a drug plan does not currently have a limit on out-of-pocket costs, it will not have to impose one for 2014, federal officials said Monday.

The health law, signed more than three years ago by Mr. Obama, clearly established a single overall limit on out-of-pocket costs for each individual or family. But federal officials said that many insurers and employers needed more time to comply because they used separate

companies to help administer major medical coverage and drug benefits, with separate limits on out-of-pocket costs.

In many cases, the companies have separate computer systems that cannot communicate with one another.

A senior administration official, speaking on condition of anonymity to discuss internal deliberations, said: "We knew this was an important issue. We had to balance the interests of consumers with the concerns of health plan sponsors and carriers, which told us that their computer systems were not set up to aggregate all of a person's out-of-pocket costs. They asked for more time to comply."

Health plans are free to set out-of-pocket limits lower than the levels allowed by the administration. But many employers and health plans sought the grace period, saying they needed time to upgrade their computer systems. "Benefit managers using different computer systems often cannot keep track of all the out-of-pocket costs incurred by a particular individual," said Kathryn Wilber, a lawyer at the American Benefits Council, which represents many Fortune 500 companies that provide coverage to employees.

Last month the White House announced a one-year delay in enforcement of another major provision of the law, which requires larger employers to offer health coverage to full-time employees. Valerie Jarrett, Mr. Obama's senior adviser, said that the delay of the employer mandate showed "we are listening" to businesses, which had complained about the complexity of federal reporting requirements.

Although the two delays are unrelated, together they underscore the difficulties the Obama administration is facing as it rolls out the health care law.

Advocates for people with chronic illnesses said they were dismayed by the policy decision on out-of-pocket costs.

"The government's unexpected interpretation of the law will disproportionately harm people with complex chronic conditions and disabilities," said Myrl Weinberg, the chief executive of the National Health Council, which speaks for more than 50 groups representing patients.

For people with serious illnesses like cancer and multiple sclerosis, Ms. Weinberg said, out-of-pocket costs can total tens of thousands of dollars a year.

Despite the delay, consumers in 2014 will still have many new protections. They cannot be denied health insurance or charged higher premiums because of pre-existing conditions, and many will qualify for subsidies intended to lower their costs.

In promoting his health care plan in 2009, Mr. Obama cited the limit on out-of-pocket costs as one of its chief virtues. “We will place a limit on how much you can be charged for out-of-pocket expenses, because in the United States of America, no one should go broke because they get sick,” Mr. Obama told a joint session of Congress in September 2009.

Advocates for patients said the promise of the law was being deferred. “We have wonderful new drugs, the biologics, to treat rheumatoid arthritis, but they are extremely expensive,” said Dr. Patience H. White, a vice president of the Arthritis Foundation. “In the past, patients had to live in constant pain, often became disabled and had to leave their jobs. The new drugs can make a huge difference, and we were hoping that the cap on out-of-pocket costs would make them affordable. But now many patients will have to wait another year.”

The American Cancer Society shares the concern and noted that some new cancer drugs cost \$100,000 a year or more.

“If a prescription drug plan does not currently have a limit, then it will not have to have one in 2014,” said Molly Daniels, deputy president of the lobbying arm of the American Cancer Society. “Patients who require expensive drugs could continue to have enormous financial exposure, despite the clear intent of the law to limit a patient’s total out-of-pocket exposure.”

Federal officials said they were offering transition relief to certain health plans in 2014. But, they said, by 2015, health plans must comply with the law and must have an overall limit on out-of-pocket costs for medical, drug and other benefits combined.

Theodore M. Thompson, a vice president of the National Multiple Sclerosis Society, said: “The promise of out-of-pocket limits was one of the main reasons we supported health care reform. So we are disappointed that some plans will be allowed to have multiple out-of-pocket limits in 2014.”

The law also requires coverage of dental care for children, but these benefits can be offered in a separate health plan with its own limit on out-of-pocket costs.

Federal rules say that a free-standing dental plan must have “a reasonable annual limitation on cost-sharing.” In states where the new health insurance marketplace will be run by the federal government, the limit on out-of-pocket costs for pediatric dental benefits can be no more than \$700 for coverage of one child and \$1,400 for a plan covering two or more children in the same family.



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Item #13

Date(s)	Time(s)	Topic/Presentation	Location
Tuesday, 8/13	5:30 a.m. - 6:00 a.m.	WDC Program Presentation	Highway Department Shop Area
Tuesday, 8/13	7:00 a.m. - 7:30 a.m.	WDC Program Presentation	Sheriff's Office Conference Room
Tuesday, 8/13	11:30 a.m. - 12:00 p.m.	WDC Program Presentation Bring Your Lunch!	Courthouse Room 205
Tuesday, 8/13	12:00 p.m. - 2:30 p.m.	<i>Individual Walk-In Meetings</i>	Courthouse Room 205
Wed., 8/14	6:30 a.m. - 7:00 a.m.	WDC Program Presentation	Sheriff's Office Conference Room
Wed., 8/14	11:30 a.m. - 12:00 p.m.	WDC Program Presentation Bring Your Lunch!	Health & Human Services Human Services Lunchroom
Wed., 8/14	12:00 p.m. - 12:30 p.m.	WDC Program Presentation Bring Your Lunch!	Courthouse Room 205
Wed., 8/14	12:00 p.m. - 2:00 p.m.	<i>Individual Walk-In Meetings</i>	Health & Human Services Human Services Lunchroom
Wed., 8/14	12:30 p.m. - 3:00 p.m.	<i>Individual Walk-In Meetings</i>	Courthouse Room 205
Wed., 8/14	2:30 p.m. - 3:00 p.m.	WDC Program Presentation	Sheriff's Office Conference Room
Wed., 8/14	4:00 p.m. - 4:30 p.m.	WDC Program Presentation	Highway Department Shop Area
Thursday, 8/15	7:00 a.m. - 7:30 a.m.	WDC Program Presentation	Sheriff's Office Conference Room
Thursday, 8/15	11:30 a.m. - 12:00 p.m.	WDC Program Presentation Bring Your Lunch!	Courthouse Room 205
Thursday, 8/15	12:00 p.m. - 12:30 p.m.	WDC Program Presentation Bring Your Lunch!	Health & Human Services Human Services Lunchroom
Thursday, 8/15	12:00 p.m. - 2:00 p.m.	<i>Individual Walk-In Meetings</i>	Sheriff's Office Conference Room
Thursday, 8/15	12:00 p.m. - 2:00 p.m.	<i>Individual Walk-In Meetings</i>	Courthouse Room 205
Thursday, 8/15	3:00 p.m. - 3:30 p.m.	WDC Program Presentation	Sheriff's Office Conference Room
Friday, 8/16	9:00 a.m. - 3:00 p.m.	<i>Individual Walk-In Meetings</i>	Courthouse Room 112