

PERSONNEL & BARGAINING COMMITTEE MEETING MINUTES
TUESDAY, JANUARY 21ST, 2020
Explorer Conference Room
Black River Falls, WI 54615

In Attendance: R. Ransom, J. Amo, R. Carney, C. Jensen, K. Thayer, R. Stevens, S. Meinerz, A. Staff, G. Konze, K. Deno, Sheriff Waldera, C. Hovell, S. Marg, J. Forsting, B. Pfaff

Absent: N/A

OPEN SESSION

- A. Call to Order- by R. Ransom at 8:31 a.m. All in attendance.
- B. Motion to approve minutes from previous meeting by R. Stevens, seconded by C. Jensen. All voted aye, motion carried.
- C. Next Meeting Date and Time: February 18, 2020 @ 8:30 a.m.
- D. Resolution – Addition of one FTE Children and Family Supervisor
- C. Hovell explained the need to have a Lead Worker within the Children and Family Department. Instead of trying to fill another Social Worker III position, they decided to hire in another level I, but would add in the Supervisor role to add another level of supervision needed in the department. Making these changes would save the Department approximately \$13,000. It is anticipated this Supervisor role would oversee the Youth Justice and On-Going social workers and would report to the Children & Family Services Manager. Motion to approve the addition of the FTE Children and Family Supervisor and the job description by R. Stevens, seconded by R. Carney. All voted aye, motion carried.
- E. Approve Job Description – Children & Family Supervisor
- Approved above
- F. Approve Job Description for Medical Examiner/Deputy Medical Examiner
- The job descriptions were presented with no major changes. Motion to approve the Medical Examiner and Deputy Medical Examiner with one minor grammatical change by J. Amo, seconded by A. Staff. All voted aye, motion carried.
- G. Approve Resolution - Overtime Pay Under Mutual Aid, Assist Another Agency or Grant Reimbursement
- S. Meinerz and Sheriff Waldera presented to the committee the Command Staff's inability to assist in grant reimbursements the state offers, including traffic grants for example. They also are not allowed to help fill the requirements of a traffic grant that we currently have. This is due to the fact Command Staff are unable to be paid overtime. Being we are short staffed we are not able to take full advantage of the monies the grants offer. If approved this will not be a financial burden to the County as the money will come from other Agencies/Grants to cover. There was some concern as if this would be a conflict to other Department Managers within the County. Sheriff Waldera has looked at other options of leveling the

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playing field with all the turnover and retention issues we currently face. Motion to approve Overtime pay under Mutual aid, Assist Another Agency or Grant Reimbursement subject to approval by the Law Enforcement Committee by R. Carney, seconded by J. Amo. All voted aye, motion carried.

- H. Approve Resolution – Command Staff Wage Differentials
- S. Meinerz explained to the Committee for the need to define the separation between the Command Staff and subordinates with at least a \$1 minimum between the Detectives, Sergeants, and Captain. We are seeing a compression issue with the way the current wage scale is. Would like to parallel the union.
 - Committee would like to have it brought back after it is further discussed in the Law Enforcement Committee.
- I. Committee Discussion – per WSS§59.15 (1) set base salary rates for terms for the following elected Officials of the County prior to April: Register of Deeds, Treasurer and County Clerk
- The committee discussed various options on how to compensate these specific County positions. 3 sets of comparable were shared. CPI will be a factor, but hard to predict the 3rd & 4th year. S. Meinerz did share the CPI for recent years. S. Marg shared with the group that Monroe County gives 2% increase each year. Will bring back in February to discuss further. Will need to go to full County Board in March for final approval.
- J. Approve Resolution – Chapter 4 Revisions
- S. Meinerz went through and explained the resolution with the Committee. Motion to approve the resolution with the exception of the External Selection and the Funeral Leave by K. Thayer, seconded by A. Staff. All voted aye, motion carried.
 - The 2 items not approved will be brought back to the next meeting for discussion and approval.
- K. Expense Vouchers and Budget was presented by S. Meinerz. Motion to approve expense vouchers as presented by R. Carney, seconded by C. Jensen. All voted aye, motion carried.
- L. Personnel Report
- Recruitment Report - An updated recruitment report with vacancies and new hires was provided to the Committee.
- M. Adjournment of meeting by Chairman Ransom.

cc: W.W.I.S. Radio Banner Journal Kyle Deno Sam Bach
Duane Waldera Chris Hovell

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NOTICE OF POSSIBLE QUORUM: Based on the composition of the members of the Personnel and Bargaining Committee, a quorum of the Executive and Finance Committee and Law Enforcement Committee will also be present at the above noticed meeting. There will not be any formal discussion or any official action taken of any pending or future matters pertaining to Jackson County by the Executive and Finance Committee or Law Enforcement Committee at this meeting. The action items at this meeting will be limited to the Personnel and Bargaining Committee as to the items posted on this agenda.