

Waukesha County Board of Supervisors

Minutes of the Human Resources Committee Tuesday, August 17, 2021

Chair Zimmermann called the meeting to order at 1:00 p.m.

Present: Supervisors Dave Zimmermann, Duane Paulson, Kathleen Cummings, Mike Crowley, Jacob LaFontain, Richard Morris, and Jeremy Walz. Cummings left the meeting at 1:22 p.m.

Also Present: Chief of Staff Sarah Spaeth, Legislative Policy Advisor Alex Ignatowski, Administrative Specialist Mary Pedersen, Human Resources Manager Renee Gage, Principal Risk Management Analyst Mark Jatczak, Director of Administration Andrew Thelke, Employee Benefits Administrator Andrea Mohr, County Board Chair Paul Decker, Accounting Services Manager Danielle Igielski, Senior Human Resources Specialist Jane Barwick, and Principal Human Resources Analyst Whitney Ruiz.

Approve Minutes of July 20, 2021

MOTION: Morris moved, second by Crowley to approve the minutes of July 20. Motion carried 7-0.

Next Meeting Date

- September 21, 2021 (Capital Projects)

Executive Committee Report of August 16, 2021

Zimmermann said the Executive Committee approved three ordinances and four appointments, denied Supervisor Peter Wolff's appeal to bring forward a resolution pertaining to Critical Race Theory, and they discussed the redistricting timeline.

Six-Month Report on Workers Compensation

Jatczak discussed this report and said for the first half of 2021, 52 Workers Compensation claims were opened and 31 remained open at the end of six months, although none are being litigated. The total incurred was \$198,399.

MOTION: Paulson moved, second by LaFontain to accept the six-month report on Workers Compensation. Motion carried 7-0.

Discuss and Consider 176-O-057 Approve Amended and Restated Medical Clinic Intergovernmental Cooperation Agreement Between Waukesha County and the City of Waukesha

Thelke, Gage, and Mohr were present to discuss this ordinance to approve an amended intergovernmental agreement covering the oversight, management, and financial terms of operating a shared on-site medical clinic. Thelke said the agreement specifies a two-member advisory council to include the County's Director of Administration and the City Administrator. The cost-share basis is as follows: County at 65% and City at 35% in 2022 based on the rolling three-year average of clinic utilization for the three preceding years under the prior agreement, adjusted for the removal of non-continuing party. The cost share will be updated annually for the rolling three-year average utilization. Exceptions to the cost-share arrangement may include programs specifically requested by individual parties and other items that can be billed directly to the parties, subject to advisory council approval.

As part of the transition to a two-party clinic, the 2022 Waukesha County Employee Health Clinic budget will be adjusted to reflect projected patient volume. Staff will work with the City and the contracted clinic provider to adjust contracted clinic staffing, operations, and clinic provider administrative costs to right-size clinic operations while continuing to provide services focused on reducing health claims costs. It is anticipated that these adjustments will result in minimal impact to the County's clinic budget in 2022. The term of this intergovernmental agreement is through December 31, 2024 with the option for five two-year renewals.

Cummings left the meeting at 1:22 p.m.

MOTION: Paulson moved, second by Crowley to approve Ordinance 176-O-057. Motion carried 6-0.

Discuss and Consider 176-O-058 Ratification of the 2020-2022 Waukesha Deputy Sheriff Labor Union Collective Bargaining Agreement

Gage and Barwick were present to discuss this ordinance which authorizes the ratification of a collective bargaining agreement between Waukesha County and Waukesha Deputy Sheriff Labor Union (WDSLUI) for the years 2020-2022. The agreement, copies of which were distributed, includes modifications to compensation and classification for deputy sheriffs and detectives including across-the-board increases of 2.25% retroactive to January 4, 2020 and 2.25% retroactive to January 2, 2021. Also distributed were copies of the Letter of Understanding and the 2018-2019 contract. Effective January 1, 2022, this agreement eliminates steps 1, 8 and 9 for the deputy sheriff positions and eliminates step 1 for the detective positions. This ordinance also provides a 2.25% across-the-board increase to all represented employees not at their top step as of January 1, 2022. All represented employees at their top step will receive a 3.25% increase effective January 1, 2022. The total three-year impact to employee wages of \$1.97 million is spread over approximately 150 represented employees over a three-year period. An estimate of the 2020 impact was accrued from 2020. The 2021 adopted budget included sufficient funding for these changes and the 2022 proposed budget will include sufficient funding to cover the 2022 impact of this agreement.

MOTION: Paulson moved, second by Morris to approve Ordinance 176-O-058. Motion carried 6-0.

Legislative Update

Ignatowski gave an update on current bills circulating the state legislature and on the federal level.

MOTION: Walz moved, second by Crowley to adjourn at 1:51 p.m. Motion carried 6-0.

Respectfully submitted,

Kathleen M. Cummings

Kathleen M. Cummings
Secretary