

Minutes of the Human Resources Committee

Tuesday, October 18, 2016

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

Present: Supervisors Larry Nelson (Chair), Jim Batzko, Mike Crowley, Tom Michalski, Bill Mitchell, and Jeremy Walz. **Absent:** Jennifer Grant.

Also Present: Chief of Staff Mark Mader, Inspector Jim Gumm, Deputy Inspector Torin Misko, Senior Financial Analyst Clara Daniels, Human Resources Manager Jim Richter, and Senior Human Resources Analysts Renee Gage and Teri Henning. Recorded by Mary Pedersen, County Board Office.

Approve Minutes of October 4

MOTION: Michalski moved, second by Walz to approve the minutes of October 4. Motion carried 6-0.

Next Meeting Date

- November 15

Discuss and Consider New and Revised Classification Specifications

Preliminary discussion of this item began at the Committee's October 4 meeting. Richter and Gage were present to answer questions. Nelson asked for more information on class spec changes for Clinical Services Manager, Juvenile Center Coordinator, and Registered Dietetic Technician.

MOTION: Michalski moved, second by Batzko to approve the revised classification specifications as presented. Motion carried 6-0.

Ordinance 171-O-054: Approve 2017 Position Changes through Creation, Abolishment, and Equity Adjustment

Preliminary discussion of this item began at the Committee's October 4 meeting. Richter and Gage were present to answer questions. There were none.

MOTION: Crowley moved, second by Mitchell to approve Ordinance 171-O-054. Motion carried 6-0.

Ordinance 171-O-053: Authorize Vacation And Sick Leave Benefits For Newly-Hired, Certified Deputy Sheriffs

Richter, Henning, Gumm, and Misko were present to discuss this ordinance. Effective November 1, 2016 this ordinance would authorize the Sheriff's Department to offer initial vacation and sick leave benefits to newly hired Deputy Sheriffs meeting certain experience criteria. Law enforcement officers with at least three years of appropriate experience would be eligible for up to ten days of paid vacation and up to forty hours of sick leave in their first year of County employment. Providing an accelerated benefit program may allow the department to hire individuals who are certified law enforcement officers thereby eliminating the costs associated with compensating non-certified newly hired Deputy Sheriffs while they attend recruit school. In addition, hiring certified

law enforcement officers can reduce on-the-job training time. The amount of savings would depend on the number and timing of hires under this program.

Richter noted the labor association is supportive of this ordinance and Batzko spoke about the importance of these changes.

MOTION: Batzko moved, second by Michalski to approve Ordinance 171-O-053. Motion carried 6-0.

Chair's Executive Committee Report of October 17

Nelson highlighted the following items that were discussed at yesterday's Executive Committee meeting.

- Approved ordinances and appointments that were included in the last set of legislative referrals.
- Heard standing committee reports.

MOTION: Crowley moved, second by Mitchell to adjourn at 1:32 p.m. Motion carried 6-0.

Respectfully submitted,

Jeremy Walz
Secretary