

## **Minutes of the Personnel Committee**

**Tuesday, May20 , 2008**

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

**Present:** Supervisors Tom Schellinger (Chair), Dave Falstad, Jim Heinrich, Pete Gundrum, and Steve Wimmer. **Absent:** Jim Behrend and Ted Rolfs.

**Also Present:** Legislative Policy Advisor Dave Krahn, Chief of Staff Lee Esler, Legislative Policy Advisor Mark Mader, Employment Services Manager Sue Zastrow, Health & Human Services Director Peter Schuler, Mental Health Center Administrator Michele Cusatis, Senior Human Resources Analyst Renee Gage, Senior Financial Analyst Clara Daniels, Senior Financial Analyst Lyndsay Johnson, Treasurer Pam Reeves, Labor Relations Manager Jim Richter, and Senior Human Resources Analyst Terri Sgarlata-Lutz. Recorded by Mary Pedersen, County Board Office.

### **Approve Minutes of 5-6-08**

MOTION: Heinrich moved, second by Gundrum to approve the minutes of May 6. Motion carried 5-0.

### **Schedule Next Meeting Dates**

- June 3

### **Executive Committee Report of 5-19-08**

Shellinger and Krahn advised of the following issues discussed at yesterday's Executive Committee meeting.

- Approved 15 appointments.
- Heard an update by Information Systems staff on information technology projects.
- Discussed ideas and suggestions with Public Works Director Rich Bolte for the future of the Courthouse building.

### **Ordinance 163-O-007: Increase Compensation For Psychiatrists**

Zastrow said they try to handle these types of issues during the budget season. However, they have not been able to garner sufficient applicants for the vacant psychiatrist position. They did a salary survey and became aware that the pay for County psychiatrists is below market and they believe a salary adjustment is necessary at this time. Zastrow said for the positions of psychiatrist, chief psychiatrist, and the clinical director, they are proposing that the top two steps of the salary range become the bottom two steps and that four new steps be added to the top. Zastrow said we could then hire at the lower end of the salary range which would allow for more growth opportunity. Current employees would be placed in the next salary range above their current salary. This would eliminate internal inequity.

Behrend arrived at 1:08 p.m.

In addition, these employees will now be eligible for pay for performance. Therefore, once they reach the top of their range they would be eligible for an annual non-base performance award.

To answer Wimmer's question, Zastrow said the award could be a maximum of 3% of their salary. To answer Schellinger's question, Cusatis said they began recruiting for this position back in January. She said they had interviewed two individuals, neither of which resulted in employment. Wimmer asked if salary was brought up as a concern by either a applicant. Cusatis said yes which she explained further. Wimmer asked if the salary was listed in the employment posting and Cusatis said yes. Zastrow advised of current salaries in comparable counties and local hospitals and typically, they were higher than the County's current salary range, even at the top end. Gage said they did a recruitment last summer for a different psychiatrist position and that person was here for about one year. Zastrow said, historically, this has been a difficult position to recruit for.

Gundrum did not think performance awards were necessary and asked if this was being done elsewhere. Zastrow said yes although she did know how they were administered elsewhere. Gundrum proposed that lines 33 and 34 pertaining to performance awards be removed from the ordinance, at least until additional information could be brought forward.

MOTION: Gundrum moved, second by Falstad to remove lines 33 and 34. Motion carried 5-1. Heinrich voted no.

MOTION: Behrend moved, second by Wimmer to approve Ordinance 163-O-007 as amended. Motion carried 6-0.

This discussion is continued on Page 3.

**Ordinance 163-O-008: Establish Salaries For Elected Officials Whose Four-Year Terms Will Commence In 2009**

Esler said the salary adjustments total 3% for 2009, 2010, 2011, and 2012 for the County Clerk, Register of Deeds, and Treasurer. He noted that other non-represented employees have been receiving 2% in January and 1% in July and that this split equates to 2.5% Esler referred to the salary survey which listed salaries for these elected positions in other counties in the state.

Gundrum thought we should align the increases with the people they represent and asked what private sector employees are getting. Esler did not have those figures with him but from his experience, he thought they were around 4.2% nationwide. Wimmer asked if this ordinance has to be acted on today. Krahn said yes. These salaries must be approved by the County Board by June 1. Esler explained that these are the raises that Waukesha County non-unionized employees received in the four previous calendar years. This model was established by prior Personnel committees as it is difficult to do job studies for these positions. Esler noted it is difficult to do comparables with some of the other counties. However, the salary survey shows Waukesha County would be number three on the list – right after Milwaukee and Dane counties. Heinrich said he was comfortable with that sequence and he supported the ordinance.

Gundrum proposed the 2%/1% split instead of 3% to be consistent with non-represented employees. At committee members' request, Esler left the meeting to calculate how much money a split increase of 2%/1% would save.

This discussion continues on Page 3.

**Ordinance 163-O-009: Ratification Of 2008 – 2009 – 2010 Teamsters Local 200 Collective Bargaining Agreement**

Richter said this ordinance parallels the other contract settlements which the board has approved. Effective January of 2009, the Point of Service health insurance plan will be modified as follows. Increase the in-network deductible from \$100/\$300 to \$150/\$450 and increase the in-network co-insurance out-of-pocket maximum from \$400/\$800 to \$600/\$1,200. Effective January of 2009, the County's contribution into the Post Employment Health Plan will increase from \$400 to \$500. Also effective January of 2009, health insurance provisions will be modified by eliminating references to the prior HMO plan. Across the board increases of 2% will be applied in January and 1% will be applied in July in both 2008 and 2009, and a 2.5% increase will be applied in January of 2010.

MOTION: Heinrich moved, second by Gundrum to approve Ordinance 163-O-009. Motion carried 6-0.

**Ordinance 163-O-010: Ratification Of 2008 – 2009 – 2010 Public Health Nurses Collective Bargaining Agreement**

Richter said this ordinance mirrors the above ordinance exactly; both are basically wage and insurance contracts.

MOTION: Heinrich moved, second by Wimmer to approve Ordinance 163-O-010. Motion carried 6-0.

**CONTINUED – Ordinance 163-O-008: Establish Salaries For Elected Officials Whose Four-Year Terms Will Commence In 2009**

Esler explained the difference between a 2%/1% split salary increase and a 3% increase over the four year period. For example, in 2012 the County Clerk would receive an additional \$19 and the Register of Deeds would receive \$40 more.

Referring to ordinances 163-O-009 and 163-O-010, Wimmer and Gundrum spoke in support of 2%/1% split salary increases for the elected officials, not necessarily for the savings but for consistency purposes. Gundrum asked what these elected officials received in prior years. Mader looked up the previous ordinance and said 3%. Krahn referred to Market Watch data and advised of several local public sector companies who gave 3.9% wage increases. After further discussion, the following motion was made and voted on.

MOTION: Heinrich moved, second by Gundrum to approve Ordinance 163-O-008. Motion carried 6-0.

**CONTINUED – Ordinance 163-O-007: Increase Compensation For Psychiatrists**

After further consultation with County Board staff, Krahn explained that the amendment to this ordinance, approved earlier in the meeting, is null and void. It needs to be proposed on the County Board floor because the Health & Human Services Committee was the presenting committee.

**Closed Session**

MOTION: Heinrich moved, second by Wimmer to go into closed session at 2:39 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues, and to approve the closed session minutes of previous meeting(s). Motion carried 6-0.

MOTION: Behrend moved, second by Heinrich to return to open session at 3:05 p.m. Motion carried 6-0.

MOTION: Gundrum moved, second by Behrend to adjourn at 3:06 p.m. Motion carried 6-0.

Respectfully submitted,

Approved on: \_\_\_\_\_

Ted Rolfs  
Secretary