

Minutes of the Human Resources Committee

Tuesday, February 16, 2016

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

Present: Supervisors Dave Zimmermann, Jennifer Grant, Bill Mitchell, Jeremy Walz, Mike Crowley, Christine Howard, and Larry Nelson. Crowley left the meeting at 2:14 p.m. and Grant left at 2:22 p.m.

Also Present: Chief of Staff Mark Mader, Human Resources Manager Jim Richter, Senior Human Resources Analyst Renee Gage, Clinical Services Manager Joan Sternweis, and Clinical Director James Rutherford. Recorded by Mary Pedersen, County Board Office.

Approve Minutes of 12-8-15

MOTION: Howard moved, second by Walz to approve the minutes of December 8. Motion carried 7-0.

Chair's Executive Committee Report of 12-15-15, 1-18-16, 2-15-16

Zimmermann highlighted the following items discussed at the last three Executive Committee meetings.

- Approved ordinances and appointments, all of which were unanimously approved.
- Heard audit presentations on Purchasing Division operations and Health & Human Services mental health billing.
- Heard a report on the Wisconsin Counties Association Legislative Exchange conference.

Schedule Next Meeting Date(s)

- March 15, 2016

Announcements

Mader advised the Human Resources Committee's April meeting is scheduled for the 5th, a change in cycle due to the upcoming election.

Discuss and Consider Changes in the Minimum Job Requirements to the Job Classification for Psychiatrist

Gage distributed copies of the revised job specification for the position of psychiatrist. The proposal changes the minimum training and experience requirements whereby allowing more flexibility to recruit psychiatrists. Rutherford said psychiatrists are currently in short supply although it seems more individuals are again getting into the field. Two weekend psychiatrists at the County's Mental Health Center are nearing retirement. Mendota, Winnebago, Milwaukee County and other institutions are utilizing resident positions to work weekends on new admissions and staff are requesting the same be allowed in Waukesha County. Rutherford explained the proposed changes and job duties in detail.

Walz asked because the minimum training and experience requirements are being lowered, should the salary also be lowered or would that be counterproductive. Rutherford said this would be "utterly counterproductive." Richter noted they will be evaluating the salary for psychiatrist and others this year due to market concerns.

Gage indicated 1.5 FTE psychiatrist positions are currently vacant including the chief psychiatrist. Staff have been recruiting for over a year and this has been very difficult. In addition, having doctors fill in on weekends has been very expensive.

MOTION: Howard moved, second by Walz to approve the revised minimum training and experience requirements for the position of psychiatrist. Motion carried 7-0.

Discuss and Consider Salaries for the Following Elected Officials: County Clerk, Register of Deeds, and Treasurer

Richter distributed copies of “2016 Salaries for 12 Most Populous Counties – County Clerk, Register of Deeds, and Treasurer.” Mader advised salaries need to be established before individuals can run for these positions and an ordinance will be forthcoming. Human Resources is recommending a 2% increase for each of the following years: 2017, 2018, 2019, and 2020. Zimmermann distributed data on 1.5% which, historically, is closer to past salary increases. Nelson said when factoring in the added costs for pension and health care, the increase is basically a freeze. This issue was discussed at length and the following motion was made.

MOTION: Crowley moved, second by Mitchell to recommend salary increases of 1.5% be included in the ordinance for each of the following years: 2017, 2018, 2019, and 2020. Motion carried 6-1. Nelson voted no.

Closed Session

MOTION: Mitchell moved, second by Grant to go into closed session at 2:09 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues for those employees covered under the Wisconsin Professional Police Association (WPPA) Union, and to approve closed session minutes of previous meeting(s). Motion carried 7-0.

Crowley left the meeting at 2:14 p.m.

MOTION: Grant moved, second by Walz to return to open session at 2:22 p.m. Motion carried 6-0.

Grant left the meeting at 2:22 p.m.

State Legislative Update

Spaeth explained the following bills currently being considered or that have been approved at the State level pertaining to dementia care, heroin/opiate education and treatment, mental health, medical examiner fees, published notices by treasurers, shoreland zoning, probation and parole holds and extended supervision reimbursements, recycling funding, maximizing Federal funds for specific highway projects, etc. Spaeth noted talks will resume on potential changes to Aging & Disability Resource Centers.

MOTION: Walz moved, second by Mitchell to adjourn at 2:38 p.m. Motion carried 5-0.

Respectfully submitted,

Jennifer Grant
Secretary