

## Minutes of the Human Resources Committee

Tuesday, December 13, 2016

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

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

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

### Approve Minutes of November 15

MOTION: Michalski moved, second by Walz to approve the minutes of November 15. Motion carried 7-0.

### Schedule Next Meeting Date

- January 17

### Announcements

Nelson said the next County Board meeting will be held on December 20 with the holiday party to follow.

### Ordinance 171-O-069: Approve 2017 Salaries For Seasonal And Temporary Classifications

Richter discussed this ordinance which creates new wage schedules for 19 seasonal and temporary classifications effective January 7, 2017. Parks seasonal and lead parks seasonal classifications will receive salary increase due to these positions being difficult to fill. The estimated 2017 Countywide impact of the changes, including benefit costs, is an increase of about \$114,000 or 3.0%. The Parks seasonal and lead parks seasonal positions accounted for about \$75,000 of the impact for an increase of about 6.5%. All other funds accounted for about \$39,000 of the impact for an increase of 1.5%. Richter explained the new position of recreational instructor who will work with municipalities and whose primary duties are educational and instructional in nature (archery, swim lessons, etc.) The impact of these changes is included in the 2017 adopted budget.

Mitchell said it has been difficult finding life guards in the past and asked if the increase is adequate. Richter said the Parks & Land Use Department's focus this year was on those other positions but finding life guards will always be a problem for the County. Walz suggested reviewing incident reports to see if it could be feasible to have more "swim at your own risk" County beaches. Richter said he would ask Parks staff to contact him so they can discuss the issue.

MOTION: Crowley moved, second by Mitchell to approve Ordinance 171-O-069. Motion carried 7-0.

### Ordinance 171-O-070: Approve 2017 Salary And Benefit Modifications For Non-Represented Employees

Richter and Gage discussed this ordinance as outlined. Richter requested a correction from 2017 to 2016 on line 69. The net fiscal impact is estimated at \$377,040 with 2017 wage increases largely offset by the change in the employee cost share for the County's health plan premiums. The 2017

adopted budget includes sufficient funding for these changes. Mader noted the fiscal note indicated the net cost of the ordinance at .46%.

The ordinance authorizes a 1.5% across-the-board wage increase for all non-represented County employees, effective January 7, 2017. This includes all employees except elected officials, certain temporary and seasonal categories covered by a separate ordinance, and those represented by the Wisconsin Professional Police Association.

Effective March 4, 2017 Registered Nurses will be eligible for overtime compensation at the rate of time and one-half for hours worked over 80 hours in a pay period.

This ordinance authorizes changes in the cost sharing formulas for the health plans offered by the County. The employee share of the plan premium will change from 15% to 20% for Choice Plus plan participants and from 10% to 15% for Health Savings Account (HSA) plan participants. Choice Plus participants who do not complete the health risk assessment will pay 25%. Starting in 2017, all newly hired employees will be limited to participation in the HSA plan.

Richter said lead workers will be compensated an additional \$1.50 per hour for hours worked whereby he discussed eligibility criteria.

Also, 22 position classifications will be moved into new ranges. In some cases, the new range minimum is higher than the employee's current salary and their salary will be adjusted accordingly.

Nelson asked how much is the employee share of the pension going up. Richter said 0.4%. Richter indicated it was important we offer a competitive salary structure and system. County turnover is now around 11%. Four or five years ago it was half that. Turnover has shifted from retirement based to resignation based. Due to hiring challenges for certain positions, whereby staff referred to maintenance mechanics, nurses, psychiatrists, etc., some salaries will be reviewed starting next year. Staff may also implement "stay interviews" aimed at reducing turnover which he explained further.

MOTION: Batzko moved, second by Michalski to approve Ordinance 171-O-070. Motion carried 7-0.

#### **Chair's Executive Committee Report of November 22 & December 12**

Nelson said the Executive Committee, at their last two meetings, approved a resolution, several ordinances and appointments, heard an update on the Wisconsin Digital Government Summit, and heard standing reports of which he explained further. Mader explained the resolution pertaining to special assessments and charges to municipalities.

MOTION: Crowley moved, second by Batzko to adjourn at 2:18 p.m. Motion carried 7-0.

Respectfully submitted,

Jeremy Walz  
Secretary