

WAUPACA COUNTY HUMAN RESOURCES COMMITTEE

July 31, 2019

The Waupaca County HR Committee met at 9:00 a.m. in Room 1068 of the Waupaca County Courthouse. Chair Murphy called the meeting to order and gave the open meeting statement. Roll Call: Supervisor Federwitz, County Board Chair Koeppen and Supervisor Neumann all present.

OPEN SESSION

MOTION: Supervisor Neumann moved and County Board Chair Koeppen seconded the motion to approve the agenda. Motion carried without a negative vote.

MOTION: Supervisor Federwitz moved and Supervisor Neumann seconded the motion to approve the minutes of the June 26th meeting. Motion carried without a negative vote.

The Human Resources report was provided with updates on recruitment/resignations/retirements; status of pending legal claims; unemployment and 2019 personnel services budget costs. Heidi Dombrowski, Finance Director was at the meeting to share the status of the health insurance fund balance and recommendations by the auditors on necessary reserves. **MOTION:** Supervisor Federwitz moved and Supervisor Neumann seconded the motion to approve a preliminary 7% reduction in 2020 health insurance premiums for budgetary purposes. Motion carried without a negative vote.

Lori Schmidt presented a review of worker's compensation claims for the first 6 months of 2019. Claims paid for the year are trending well with payments to date of \$50,125.07.

Also reviewed was the six month utilization summary report for the Employee Assistance Program offered by Waupaca County thru ThedaCare at Work.

Sheriff Wilz was present to discuss the potential of obtaining Wisconsin Retirement System protective status for Corrections Officers. Currently there are some counties that have protective status for corrections officers; however, at this time the majority do not. WCA (Wisconsin Counties Association) has been watching the issue at the state level in terms of what action may develop requiring counties to move staff to protective status for Wisconsin Retirement System contributions. Sheriff Wilz also addressed his request to consider a change to the current overtime rules as it pertains to non-union staff at the Sheriff's Office. The cost impact of both proposals will be compiled and reviewed during the upcoming budget process.

The HR Committee revisited the previous request from the Judicial Branches regarding the request to have Department Head status for Angela Dahle, Register in Probate/Probate Registrar. **MOTION:** Supervisor Federwitz moved and County Board Chair Koeppen seconded the motion to deny the request. Motion carried without a negative vote.

MOTION: Supervisor Federwitz moved and Supervisor Neumann seconded the motion to approve the vacation carryover request. Motion carried without a negative vote.

The 2020 Human Resources Budget was presented with an increase in the area of contracted services for health services expenses and background/testing along with an increase in personnel services. Reduction in non-capital outlay expense. **MOTION:** County Board Chair Koeppen moved and Chair Murphy seconded the motion to approve the budget and forward to Finance Committee for further consideration. Motion carried without a negative vote.

CLOSED SESSION *Motion by Supervisor Federwitz and second by Supervisor Neumann to go into CLOSED SESSION – Pursuant to WI State Statutes 19.85 (1) (c) Considering employment, promotion compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; to wit: Individual employee compensation, reclassification request. Roll call vote. Murphy, aye; Koeppen, aye; Federwitz, aye; Neumann, aye. 10:00 a.m.*

MOTION: Supervisor Federwitz moved and Supervisor Neumann seconded the motion to adjourn the meeting in closed session. Motion carried without a negative vote. 10:20 a.m.

Next meeting: September 4, 2019

Respectfully Submitted,
Amanda Welch, HR Director