

COMMITTEE ON HUMAN RESOURCES

Friday, February 3, 2017 1:30 p.m., Room 3312

Location: Eau Claire County Courthouse
721 Oxford Avenue, Eau Claire, WI 54703

MINUTES

Members Present: Kathleen Clark, Mark Beckfield, Judith Gatlin, Mike Conlin
Member Absent: Sue Miller
Staff Present: Jamie Gower, Jill Mangus
Other Staff Present: Kathryn Schauf, Keith Zehms, Ron Cramer, Jon Johnson, Rick Doty, Brian Trowbridge, James Haworth
Others Present: Jeryl Vonderheid

Chair Kathleen Clark called the meeting to order and certified compliance with Open Meetings Law at 1:30 p.m.

No public comment.

Sheriff's Office: WPPA Non-Supervisory Unit/Grievance/Patrol Deputy Scheduling/Direction to Staff.

Proposed Closed Session pursuant to Wisconsin Statutes 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Motion Judy Gatlin to adjourn into Closed Session pursuant to Wisconsin Statutes 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility. To wit: Order-In Procedures. Roll call vote. All ayes. Motion carried 4 to 0.

The Corporation Counsel, Keith Zehms, Sheriff Cramer, the Human Resources Director, Jamie Gower opened with a review of the circumstances leading up to the grievance. Union representation provided a summary of the WPPA grievance 16-1 and the background history of the order-in procedure as outlined in the Letter of Agreement (LOA 2011-01). Upon review, Eau Claire County did not follow past practice for calling staff in by seniority, for days off, first. Eau Claire County did follow the order in procedure as outlined to include proper payment for the affected employee's overtime per section 8.02a. The Union is asking that management follow the order in procedure when time permits and the remedy sought is four (4) hours straight pay or four (4) hours added to the affected employee's vacation or compensatory balance, despite no support for this remedy in the collective bargaining unit.

Motion Mike Conlin to go into Open Session. Motion carried 4-0.

Motion Mike Conlin to approve WPPA Non-Supervisory/Patrol Deputy scheduling/Direction to Staff. Motion carried 4-0.

Review and approve minutes of the January 13, 2017 meeting:

Motion Judy Gatlin to approve minutes of the January 13, 2017 meeting as written. Motion carried 4 to 0.

Human Resources: Information/Consideration/Discussion/Action – updates to the existing Eau Claire County policy –

a. Policy 425 – PTO (Resolution 16-17/070)

The Committee requested additional payout information from other counties and an update to the fact sheet to bring back at the March 10, 2017 meeting. No vote.

Human Resources: Information/Consideration/Discussion/Action - the following new Eau Claire County policy –

a. Policy 723 – Bullying in the Workplace

Motion Judy Gatlin to approve the policy. Motion carried 4-0.

Human Services: Information/Consideration/Discussion/Action of Resolution 16-17/095 to change one Senior Social Worker position to a Social Worker–

Motion Mike Conlin to approve Resolution 16-17/095 to change one Senior Social Worker to a Social Worker position. Motion carried 4-0.

Highway: Information/Consideration/Discussion/Action – Highway Department Staffing Changes – 16-17/097–

Motion Mark Beckfield to approve Resolution 16-17/097 Highway Department Staffing Changes. Motion carried 4-0.

Administration: Information/Discussion- Update on the Finance Transition –

Kathryn Schauf, County Administrator, gave an update on the Finance Department transition and indicated a joint committee meeting (Committees on Human Resources and Finance & Budget) will occur later in January to discuss proposed staffing changes.

Adjourn

Meeting adjourned at 3:31 p.m.

Respectfully submitted,

Jill Mangus
Committee Clerk