

Personnel Committee

Meeting Minutes

January 13, 2011

The meeting was called to order at 4:00 PM

Members Present: Millie Dyer, Ann Gill, John Roth, Dick Joyce, Dave Boggs

Also Present: John Almer, Dan Duffy, Sandy Pommier, Denise Kasper, Ken Iverson, Kay Lynn Shoemaker, Susan Bates, Dave Henderson

A motion to approve the minutes from the December 16, 2011 meeting was made by Boggs, seconded by Roth. Motion carried.

HR Director, Denise Kasper updated the committee on the county employee status including the replacement hiring of two RN's and one replacement deputy. Two positions posted for Animal Control Administrator and Well/Septic Coordinator.

The committee had a lengthy discussion in regards to the Board Members compensation packages including the annual salaries, per diem and travel stipend. Any changes made would not take effect until 2012.

There were conflicting recommendations among the committee members including public perception, length of travel for members, number of meetings assigned to members and the level of commitment that the County Board Chairman position entails. Duffy stated that Ron Severson had recommended the Board Chairman be moved to a flat salary in addition to the Liquor Commissioner stipend, however excluding the meeting per diem. Other proposed changes were to eliminate the travel stipend, equalize the per diem amount and reduce the board member salary by 10%.

A motion was made by Boggs, seconded by Roth to recommend to the Advisory Committee that the all board member per diem be set at \$75.00. Upon roll call consisting of four yays and one nay, the motion carried.

A motion was made by Roth seconded by Boggs to recommend to the Advisory committee to set the County Board Chairman salary at \$36,000.00. Upon roll call, hearing three yays, two nays, the motion carried.

The committee further discussed the matters and a motion was made by Gill, seconded by Boggs to hold the previous motions until a complete package proposal is made. Motion carried.

Kasper proposed the restructuring of the Animal Control Administrator and warden positions. The proposal for the Administrator was to do an RFP for an "on call" basis veterinarian with the administrative duties being assigned to the director of the

department. A motion was made by Joyce, seconded by Gill to authorize HR to send out the RFP's. Motion carried.

The proposal for the Animal Control warden was to turn the current full-time position to two part-time positions at 29 hours per week. The committee discussed the reasons for the frequent employee turn over including low pay and undesirable environment. A motion to accept HR's proposal was made by Boggs, seconded by Joyce. Motion carried.

Duffy presented a draft intergovernmental agreement between the county and the 911 Emergency Communication Service for the consolidation of the county and city dispatchers. A discussion was held in regards to the consolidation process including seniority issues, employee compensation and unionizing.

Kay Lynn Shoemaker, Health Administrator, updated the committee on the Health Department. She told the committee that the State is paid up for FY2010; however still owe \$122,387.37 for FY2011.

A motion to enter into executive session to discuss personnel matters was made by Joyce, seconded by Roth. Upon roll call, the motion carried.

A motion to return to open session was made by Gill, seconded by Boggs. Motion carried.

No action was taken as a result of the executive session.

Under New Business, Roth asked the committee to research the compensation to the 911 Board secretary due to concerns of the amount being too high. Bates interrupted Roth by adding that the county has no control over the 911 Board.

A motion to adjourn was made by Gill, seconded by Joyce. Motion carried.