## Personnel Committee Meeting Minutes July 16, 2009

Meeting called to order at 4:30 PM.

Members Present: Ann Gill, Dick Joyce, Millie Dyer, Mike Lutz

Also Present: Frank Halpin, Dan Duffy, Sandy Lucas, Denise Kasper, Joe Schroeder

A motion to approve the minutes from the June 11, 2009 meeting was made by Joyce, seconded by Dyer. Motion carried.

Joe Schroeder, newly hired EMA Director, attended the meeting to greet the committee.

Denise Kasper, HR Director, stated that there had been one termination at the Treasurer's office and two vacant existing positions filled at the Animal Control Department.

The committee revisited the discussion on the Public Defender's quarterly reports. Ms. Kasper recommended that the county approve to restore Mr. Flood's sick leave to the max of 100 days (6 hour days). A motion was made by Dyer, seconded by Joyce to authorize HR to notify the Public Defender of the committee's decision to follow the recommendation of HR. Motion carried.

Ms. Kasper told the committee that after researching the county drug testing policy, found that in March of 2008 the county sought legal advice on the matter. That legal opinion was that the drug testing should remain in effect only for employees working in "safety sensitive positions". (Employees responsible for patient care, employees with access to drugs, employees who operate motor vehicles carrying passengers, and employees who operate heavy machinery). The committee agreed with the recommendation of HR.

A motion to enter into executive session to discuss potential litigation was made by Lutz, seconded by Dyer. Upon roll call, motion carried.

A motion to return to open session was made by Lutz, seconded by Joyce. Motion carried.

Under new business, the committee discussed the salary of the Animal Control warden position. HR polled surrounding counties for the starting salary for the position and recommends an increase for the position. The committee agreed that if an increase was decided on, it would be effective 12-1-09. The matter was tabled.

Also discussed was the Hay Grade system and clarification of the recent county hiring freeze.

A motion to adjourn was made by Lutz, seconded by Dyer. Motion carried.