

**Minutes of the
Bayfield County Personnel Committee
Thursday, May 1, 2008
Emergency Operations Center, Washburn WI**

Present: David Good, John Blahnik-Chairman , Dee Kittleson
Excused: Brett Rondeau-Vice-Chairman, Shawn Miller

Others Present: Mark Abeles-Allison-County Administrator, Kristine Kavajecz-Confidential Secretary, Scott Fibert-County Clerk, Kay Cederberg-Clerk of Court, Dan Anderson-County Treasurer, Patricia Olson-Register of Deeds

Called to order at 1:00pm by Chairman Blahnik.

Motion by Blahnik to nominate Brett Rondeau Chairman. Blahnik asked 3 times for any additional nominations.

Motion Good to close nominations and cast unanimous ballot for Rondeau as Chairman. Motion Carried.

Motion Blahnik to nominate David Good as Vice-Chairman. Blahnik asked 3 times for any additional nominations.

Motion Kittleson to close nominations and cast unanimous ballot for Good as Vice-Chairman. Motion Carried.

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In absence of the Chairman, Good took over the meeting at this time.

Motion Blahnik, Kittleson to approve minutes of the April 3, 2008 Personnel Committee meeting. Motion Carried.

Discussion Regarding Elected Official Wages: Abeles-Allison explained that elected official wages must be set prior to June 1, 2008 for the next 4-year terms for Count Clerk, Treasurer and Register of Deeds. Abeles-Allison met with elected officials to discuss this topic in advance and also reported that wage comparison report for all Wisconsin counties is available for review. Elected officials provided input including concern that non-represented employees received a 3.25% increase in 2007. Discussion regarding options to equalize increases for elected officials to compensate for the increase they did not receive in 2007.

Motion Blahnik, Kittleson to give a base wage adjustment in 2011 equal to an increase equivalent to the 3.25% increase received by non-represented employees in 2007. The adjustment will be made to the 2011 base wage and then add a 3% wage increase in 2011 and 2012. Motion Carried.

Reclassifications:

Two reclassification requests were received and reviewed.

Kay Cederberg addressed the committee regarding reclassification request for Bonni Gregoire to move from Clerk I to Clerk III in the Clerk of Court Office. It was noted that Bonni came to

Bayfield County with 3 years experience in the Ashland County Clerk of Court Office.

Motion Blahnik, Kittleson to approve modified reclassification of Bonni Gregoire from Clerk I to Clerk II (two) effective January 1, 2009. Motion Carried.

Motion Blahnik, Kittleson to approve reclassification of Rob Schierman from Clerk I to Clerk II in the Planning & Zoning Department effective January 1, 2009.

Motion Kittleson, Blahnik to enter in and out of Executive Session pursuant to Wisconsin Statutes §19.85(1)(c,e) for the purpose of approving Executive Session minutes of the April 3, 2008 Personnel Committee meeting and discussion & possible action regarding wage and benefits issues as well as performance evaluation discussion. Roll Call Vote: All-Yes, motion carried. Abeles-Allison, and Kavajecz remained in the closed session.

Motion Blahnik, Kittleson to return to open session. Roll Call Vote: All-Yes, Motion Carried.

Blahnik exited the meeting at 5:10pm.

Review of current position vacancies.

Health Utilization update to be reviewed at next meeting.

Labor-Management Committee Topics were reviewed.

Update was provided on Employee Wellness program. A strategic plan is being developed for this program. Health Risk Assessment are near completion. Incentives being paid.

Motion Kittleson, Good to adjourn.

Meeting adjourned at 5:20 pm.