



Bayfield County Administrator

117 E 5th Street, PO Box 878, Washburn, WI 54891

Ph: 715-373-6181 Fx: 715-373-6153

Mark Abeles-Allison, *County Administrator*
Kristine Kavajecz, *Assistant*

BAYFIELD COUNTY LABOR MANAGEMENT MEETING

Mission Statement: "To develop a team of represented, non-represented and elected officials that are committed to work together to raise and discuss issues of mutual concern in an informal and non-confrontational setting. *-And -* To develop a culture of mutual respect that fosters cooperation and innovation, recognizes and inspires the unique talents and contributions of every member, and strives toward a quality work environment that will enhance overall productivity and satisfaction."

The Bayfield County Labor Management Meeting is scheduled for **Monday, July 13, 2015 1:30pm**, in the EOC meeting room in the Annex. The agenda for this meeting is as follows:

AGENDA

1. Call to Order / Mission Statement
2. Minutes from the May 11, 2015 meeting.
3. Health Tip;
4. 2015 Financial Report Year to Date
5. Health Insurance Report
6. Wellness Program Updates
7. 2016 Health Insurance Input Wanted (Direction, Wellness, Coverage)
8. Summer Day at the Lake, Employee and Family Event, Saturday, August 15, starting at noon.
9. Budget 2016 planning, ideas and suggestions
10. Review of Bylaws and purpose of the committee and discussion on how to educate employees about the purpose of the committee.
11. Topics for Next Meeting:
12. Adjournment.

Should you have any questions in the meantime, please do not hesitate to contact my office.

Sincerely,
Mark Abeles-Allison

MAA/kak

Enc.

cc: Mr. Scott Fibert, Bayfield County Clerk
Bayfield County Board of Supervisors
Department Heads
Employee Bulletin Boards
Martin Skaj, Teamsters
Anthony Budreau, WPPA

Bayfield County Labor-Management Meeting Minutes
Monday, May 11 – 1:30 p.m.
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI

Members Present: Mark Abeles-Allison, Kris Kavajecz, Mike Gustafson, Susan Butterfield, John Bennett, Elizabeth Skulan

Called to order at 1:35pm by Abeles-Allison

Abeles-Allison read the Mission/Vision Statement aloud.

March 2, 2015 Minutes: Consensus of the committee is to accept the minutes.

Health Tip: Keep fruits and vegetables where you will see them, either out on the counter or at eye level in the refrigerator. Also, Rosemary is supposed to improve a person's memory.

Review of 2015 financial report: The financial report through the end of April was reviewed. Overall, the General Fund is at 32% of expenses for the year. DHS at 20% of expenses, CIP at 13% of expenses, Highway at 20% of expenses.

Health Insurance Report: Loss ratio for the first 3 months of 2015 is averaging 117% of premiums paid for Security Health Plan, including medical and prescription costs. It is anticipated that health insurance premiums will increase as a result of high utilization.

Wellness Program: Security Health is conducting follow-ups with employees that participate in the Health Risk Assessment. Teamster physicals are covered once per calendar year (Jan-Dec). Superior Wellness Committee is looking for suggestions for improvements for the Superior Fitness Center. On-line wellness program will take place in September. Employee gardens are available for sign-up.

Standing Desk Update: Feedback has been very positive. Several additional staff have requested them. More will be added as funds become available.

Summer Day at the Lake, Employee and Family Event: Lake Owen or Lake Namakagon were suggested locations for the event due to the availability of a pavilion, swim beach and boat launch. Further details will be discussed at the next meeting.

Budget 2016 planning, ideas and suggestions: Letters were sent out to Department Heads initiating the 2016 budget process. A Citizen Survey was conducted with 120 responses. The County Board budget planning meeting will be held tomorrow night. Departments will be formulating their requests over the next couple of months. Suggestion was made to consider an employee survey to solicit input on the county budget. It was also suggested to include information in the weekly update regarding the budget planning process.

Review of Bylaws and purpose: The committee reviewed the existing Bylaws and discussed potential changes. Suggestions included: modifying the Labor representatives to include up to 5 employee members from various departments, modifying the meeting schedule to be once every other month, but not specify the day of the week or time of the meetings in the bylaws.

The committee discussed how to more actively engage employees to be involved with the Labor-

Management Committee. Suggestions for promoting the activities of the committee included: Include in the Weekly Update, Have a designated Brown Bag Lunch promoting the purpose of the committee, Employee Flyers, payroll stuffer and suggestion box. It was discussed that membership on the committee should be solicited from the employee group, with the group electing their representatives if there are more than what is needed for the committee.

Topics for Next Meeting: Bylaws, Standard topics, Summer Day at the Lake, 2016 Budget Input.

Next meeting scheduled for July 13 at 1:30pm.

Adjourned at 2:30 pm.