

**Minutes of the
Bayfield County Personnel Committee Meeting
4:30 PM, January 5, 2017
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

Members Present: Brett Rondeau, William Bussey, Dennis Pocernich, Harold Maki, Rachel Coughtry (4:33)

Members Excused:

Others Present: County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant, Tom Toepfer-Highway Commissioner

Meeting called to order at 4:30pm by Rondeau

Public Comment: None

Approval of Minutes of December 1, 2016: *Motion Maki, Pocernich to approve minutes of the December 1, 2016 Personnel Committee meeting. Motion Carried (4-0)*

Presentation Regarding 2016 year personnel statistics for Bayfield County and directions in 2017: Abeles-Allison reviewed statistics with regard to recruitment/hiring efforts in 2016.

Coughtry arrived at this time.

Highway Staffing: A Highway Patrolman will be off work for an extended period of time and is questionable if he will be able to return to work. The Highway Department has requested a replacement for this position. The recommendation from the Highway Committee is to hire a permanent, full-time employee. Toepfer explained that the state will be providing additional funding in the 2017, which Toepfer believes can be used to fund this position. Current employees are covering the work duties at this time, in addition to their own.

Abeles-Allison explained that the Highway committee considered 3 options:

- 1) Toughing it out until the employee returns, operating with 1 less employee.
- 2) Hire a limited term employee.
- 3) Hire a full-time employee.

Motion Maki, Pocernich to authorize the hire of a full-time equipment operator. Abeles-Allison explained that this must also go to the full county board for approval. It is anticipated that a phone meeting will be arranged to address this. Motion Carried.

Motion Bussey, Maki to enter in and out of closed session pursuant to Wisconsin Statutes §19.85(1)(c,e) for the purpose of:

- a. Approval of closed session minutes of December 1, 2016*
- b. To consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. (Multiple Departments)*
- c. Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining*

*reasons require a closed session; regarding WPPA bargaining unit. Motion Carried ().
Entered closed session at 5:00 pm*

Motion Maki, Coughtry to approve closed session minutes of the December 1, 2016 Personnel Committee meeting. Motion Carried. (5-0)

Evaluations for employees have been completed on the vast majority of employees.

WPPA mediation is scheduled for 1:00pm on February 1, 2017. The committee reviewed the final offer that was made to WPPA

An update was provided on the 2 social workers with training certificates that will not be obtaining their licensure. One of the employees will end employment in March. The second position is currently being evaluated whether a social worker license will be required for that position.

Motion Coughtry, Bussey to return to open session. Motion Carried.(5-0) Returned to open session at 5:12 pm.

Next meeting dates.

- a. WPPA Mediation, Wed. Feb 1, 1:00pm
- b. Regular Feb. meeting is scheduled for Feb 2. (May combine the two meetings).

Consensus of the group is to combine the regular meeting with the Mediation meeting.

Meeting Adjourned at 5:13pm.

Minutes respectfully submitted by Kristine Kavajecz