

**Minutes of the  
Bayfield County Personnel Committee Meeting  
3:00 PM, February 14, 2019  
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

**Members Present:** Dennis Pocernich, Tom Gordon, Brett Rondeau, Harold Maki

**Members Excused:** Tom Snilsberg

**Others Present:** County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant, Fred Strand, Martin Skaj, Dalton Collins, Jeff Spencer

Meeting called to order at 4:00pm by Chairman Rondeau

**Public Comment:** Jeff Spencer read a statement regarding his wage. Dalton Collins spoke to the committee regarding his experience in the past with the implementation of a wage schedule after he was hired. He also explained that Jeff came to the county with experience and deserves to be at the highest wage.

Martin Skaj spoke in support of Jeff Spencer's request.

Abeles-Allison thanked the 3 employees for coming to the meeting and thanked them for their patience with the change of meeting dates and for their work.

*Motion Gordon, Pocernich to approve minutes of the December 6, 2018 Personnel Committee meeting. Motion carried.*

**Pepper Spray Policy:** A pepper spray training was recently held for interested employees. The training resulted in several departments requesting that they be able to use pepper spray and that there be a policy in place to outline use. The proposed policy utilizes the policy currently in place in the Human Services Department, modified to apply to all departments. *Motion Pocernich, Gordon to adopt the proposed policy. Motion Carried (4-1)*

**Wage schedule for less than full time employees:** Abeles-Allison explained the difference between part-time employees that work minimal hours and part-time employees that regularly work 50% or more. The proposal is to award a step increase for employees that work at least 50% time in a given year. Consensus of the committee is that if this is primarily a concern with part-time Jailers, a policy could be considered specifically for that position.

### **Reports**

- a. Inclement Weather Policy Review: No changes to the policy are proposed. It seems to be working well.
- b. Emergency Services Review: No discussion at this time.
- c. Personnel Financial: Personnel costs observed about a 3% increase in 2018, within budget.
- d. Year end personnel statistics: Statistics were reviewed.
- e. Health Insurance Review for 2020: Utilization is still trending high for 2018. Significant changes occurred in 2019 with the county funding at the HMO level. Many employees switched from the POS to the HMO plan. An outcomes-based plan has been introduced with an additional 1% incentive for 2020. At the next Personnel Committee meeting there will be

a detailed discussion regarding the Teamster Health Plan compared to the Security Health Plan.

Motion Pocernich, Gordon to enter into closed session pursuant to Wisconsin Statutes:

- f. §19.85(1)(c, e) to approve Closed Session Minutes of December 6, 2018
- g. §19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, to review recent exit interviews.
- h. §19.85(1)(e) to deliberate or negotiate the purchase of public properties, investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The committee will deliberate negotiations with Teamsters Local 346 and WPPA Local 216.
- i. **19.85 (1)(f)** Considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. [\(b\)](#) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.
- j. [19.85\(1\)\(g\)](#) **(g)** Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

*Motion Carried. Entered closed session at 3:39 pm*

*Motion Gordon, Maki to return to open session. Motion Carried. Returned to open session at 4:00pm*

Meeting adjourned at 4:00 pm.

*Minutes respectfully submitted by Kristine Kavajecz*