

Bayfield County Labor-Management Meeting Minutes

Monday, March 2 - 1:30 p.m.

Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI

Members Present: Mark Abeles-Allison, Kris Kavajecz, Harold Maki, Cathy Moore, Terri Kramolis, Jason Bodine, John Bennett

Called to order at 1:30pm by Abeles-Allison

Abeles-Allison read the Mission/Vision Statement aloud.

December 15, 2014 Minutes: Consensus of the committee is to accept the minutes.

Health Tip: Have only the topic you are working on on the desktop to help focus. Clear clutter and piles to reduce distractions.

Review of 2014 year-end financial report. Finished the year under budget, with some expenses yet to be received.

Review of 2015 financial figures for the first month of the year.

Health Insurance Report: As of the end of January 2015 claims experience for 2014 was 90% claims vs premiums paid. For the first month of 2015, claims experience was 99% claims vs premiums paid.

Wellness Program: On-line wellness challenge begins this week, encouraging employees to eat more fruits and vegetables. Minute to Win It Competition to take place during the lunch hour this Wednesday.

Computer Use Policy: The group reviewed portions of the county computer use policy involving use of county computers for personal use and also use of personal devices to access county email and documents. Two recent instances of viruses accessing county computers were reported and reiterated the necessity for network security of all devices that are used for county business.

Flex/Comp Time Discussion: Abeles-Allison explained that major changes have been made in the last 2 years, allowing departments more flexibility with regard to work hours. Examples of flexible scheduling practices were reviewed. It was also noted that it is not possible for flexible scheduling to take place in some offices due to the minimal number of staff. It was emphasized that offices must make every attempt to be open during regular business hours.

Voluntary Insurances: AFLAC and Delta Dental coverages were recently offered to employees with approximately 20% of employees enrolling in each of the coverages.

Standing Desks: There are currently 3 standing desks being utilized within the courthouse. Health trends show that standing is more healthy than sitting at a desk all day. The 2015 budget includes funding for the purchase of several units in 2015. It is being determined how they will be allocated.

Topics for Next Meeting: Review of Bylaws and purpose of the committee and discussion on how to educate employees about the purpose of the committee.

Next meeting scheduled for May 11 at 2:30pm.

Adjourned at 2:30 pm.