

**Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, September 3, 2020**

**Meeting was Held Remotely through Microsoft Teams and in person at the Bayfield
County Board Room, Washburn, WI**

Members Present: Dennis Pocernich, Tom Snilsberg, Fred Strand, Marty Milanowski, Brett Rondeau

Others Present: Mark Abeles-Allison County Administrator, Kristine Kavajecz-Human Resources Director, Kim Mattson, Scott Galetka

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

Public Comment: None received.

Motion Milanowski, Snilsberg to approve minutes of the August 6, 2020 Personnel Committee meeting. Motion Carried (5-0)

Personnel Policies; Bereavement Leave Clarification regarding Step-parents:

Motion Milanowski, Snilsberg to remove step-grandchildren and add step-parent to the Funeral Leave policy. Motion Carried (5-0).

2021 Health Insurance and 2021/2022 Wellness Program: *Motion Pocernich, Milanowski to approve continuation of the current Health Insurance and Wellness program into 2021. Motion Carried (5-0)*

2021 Wages: Proposing a 0% wage scale indexing for 2021. Concern was expressed for employees at Step 11.

COVID Workplace Updates; Contingency and School Year Planning: Update was provided on the recent memo that was distributed and the plan for flexibility for telecommuting to accommodate virtual schooling needs.

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

- a. §19.85(1)(c,e) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and deliberating or negotiating the purchase of public property, vesting of public funds or conducting other specified business whenever competitive or bargain reasons require a closed session.*

- i. Approve Closed Session Minutes of August 6, 2020*
- ii. WPPA Negotiation Preparations and Negotiations with WPPA Local 216*
- iii. Considering performance evaluation data.*

Motion Carried. (5-0) Entered closed session at 4:25pm

Motion Milanowski, Snilsberg to return to open session. Motion Carried. (5-0) Returned to open session at 4:55pm.

WPPA representatives joined the meeting at 4:55pm. Rich Burghaus, Andy Mika, David Renz Jr, Chris Benton. Observers: Kellen McHale, Tony Budreau, Tristan Kern, Jared Jeffress, Dave Dawson, Matt Leino

Introductions were made around the room.

Abeles-Allison expressed appreciation for the work that the Sheriff's Office does. Tumultuous times from a social and also economic aspect.

County shared their initial proposal.

WPPA asked for clarification on the requested 24-hour coverage:

What is the county's intent for scheduling, number of hours per year, rotation (5-2, 5-3 example) Shift length. WPPA explained that this would have an impact on their initial proposal.

WPPA shared their initial proposal based on the current agreement, however, stated that this would change based on the county's request to go to a 24-hour coverage schedule.

Suggestion by both groups to adjourn for the night and exchange information about the 24-hour schedule in advance of the next negotiation session so that WPPA can adjust their proposal based on that information. WPPA representatives left the meeting at 5:25pm.

Reports

- a) Human Resources Report was reviewed by Kavajecz
- b) Personnel Financial Report for the month of August 2020. Personnel expenses are currently about \$182,000 over this time last year. Personnel expenses are falling within authorized budget at this time.

Meeting adjourned at 5:27pm.

Minutes respectfully submitted by Kristine Kavajecz