

Polk County Personnel Committee
Polk County Government Center, West Conference Room
100 Polk County Plaza, Balsam Lake, Wisconsin 54810
Thursday, August 25, 2011
9:00 a.m.
Open Session
A Quorum of the County Board may be present

The Committee may take up matter noticed on this agenda at any time during the meeting regardless of the location of such item on the agenda. The Committee may reconvene in open session following any of the noted closed sessions to consider or take action on any matter contained in this notice/agenda, including taking necessary action on matters considered in closed session as may be noticed herein.

1. Call to order
2. Approval of Agenda
3. Public Comments
4. Approval of Minutes: August 11, 2011 meeting
5. Teleconference/Discussion – Non-Representatives Compensation/Wage Grid (Consultant Charlie Carlson)
6. Employee Relations/Corporate Counsel
 - a. Review and Discussion of Transition Committee recommendations regarding Personnel Policies and Grievance Procedure
7. County Administrator
 - a. Health Insurance – 2012 Premiums and Plan Design Discussion
8. Consideration of Policy Issues related to Resolution to Authorize Temporary Pay Equity Adjustment to All Non-Union Staff Affected by Wisconsin Act 10 and the 2011-2013 Wisconsin Biennium Budget WRS Contribution Changes
9. Review County Labor Agreement Benefits/Contracts
For purposes of considering collective bargaining strategy concerning Polk County bargaining units:
Closed Session pursuant to Wis. Stat. Sec. 19.85(1)(e) conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and
For purposes of considering health insurance claim payment request under Wis. Stat. Sec. 19.85(1)(f) considering medical histories of specific persons 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.
10. Committee Calendar
11. Agenda Items for Next Meeting
12. Adjourn

This meeting is open to the public according to Wisconsin State Statute 19.83. Persons with disabilities wishing to attend and/or participate are asked to notify the County Clerk's office (715-485-9226) at least 24 hours in advance of the scheduled meeting time so all reasonable accommodations can be made. Requests are confidential.

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Chair Arcand called the meeting to order at 9:02 a.m.

Present: Arcand, Schmidt, Nelson, Sample, Edgell
Also present: Frey, Jerrick, Kusmirek, Fuge, Malone

Motion (Schmidt/Nelson) to approve agenda. Motion carried by voice vote.

Motion (Schmidt/Edgell) to approve the minutes from the August 11, 2011 meeting. Motion carried by voice vote.

Teleconference/Discussion – Non-Represented Employee Compensation/Wage Grid with Charlie Carlson – Committee discussed with Carlson overview of Non-Rep compensation in Polk County; Carlson summarized options regarding reviewing and updating the wage grid, but stressed that it's essential to understand the County Board's goal. Carlson will meet with Frey and Jerrick to review options, as well as basic costs associated with the various wage studies/reviews.

Employee Relations/Corporate Counsel Report – Malia and Jerrick provided an overview of the drafted grievance procedure, including optional language regarding policy decisions. The Transition Committee will continue to work on the draft and send recommendations to the next Personnel Committee.

Break – 10:30 a.m.
Reconvene – 10:45 a.m.

County Administrator – Frey explained the 2012 Health Insurance premiums and plan design changes incorporated in the budget are estimates and assumptions only, and that the Committee will ultimately set these amounts after they have had an opportunity to review the overall plan design in the upcoming months.

Consideration of Policy Issues related to Resolution to Authorize Temporary Pay Equity Adjustment to All Non-Union Staff Affected by Wisconsin Act 10 and the 2011-2013 Wisconsin Biennium Budget WRS Contribution Changes – Frey and Fuge distributed the drafted resolution to authorize a one-time temporary equity pay adjustment to non-represented employees.

Motion (Sample/Nelson) for Personnel Committee to forward Resolution to Authorize Temporary Pay Equity Adjustment to All Non-Union Staff Affected by Wisconsin Act 10 and the 2011-2013 Wisconsin Biennium Budget WRS Contribution Changes to County Board with Personnel Committee recommendation for passage. Motion carried by unanimous voice vote.

Committee Calendar – The next meeting will be Thursday, September 8 at **1:00 p.m.**

Agenda Items – Health Insurance 2012 Premiums and Plan Designs, Update regarding information obtained from meeting with Charlie Carlson, Grievance Policy updates from the Transition Committee, and discussion regarding updated FTE counts.

Motion (Sample/Nelson) to adjourn. Motion carried by voice vote.

Adjourned – 11:14 a.m.