

**Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, July 7, 2022
Meeting was Held Remotely through Microsoft Teams
and In Person in the Bayfield County Board Room**

Members Present: Dennis Pocernich, Fred Strand, Marty Milanowski, Brett Rondeau, Mary Dougherty

Members Excused:

Others Present: Mark Abeles-Allison County Administrator, Kristine Kavajecz-Human Resources Director, Bob Anderson-Highway Commissioner, Kim Mattson, Dalton Collins, Jennifer Susienka, Brian Johnson, Jake Benson, Jaime Cadotte, Dave Aronson, John Doubek, Martin Skaj, AJ Haring, Reuben Eckleberg, Michael Moore, Patrick Glynn-Carlson Dettmann Consulting, Jim Crandall, Gail Reha, Tony Budreau, Chad Ward-Teamster Health Plan, Elizabeth Skulan, Val Dietrich

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

Motion Milanowski, Strand to approve minutes of the June 2, 2022 Personnel Committee meeting. Motion Carried (4-0)

Public Comment: Dalton Collins asked if Teamster representatives will be allowed to speak during the agenda item.
Dougherty arrived at this time.

2023 Wage and CPI Planning Discussion, Patrick Glynn: Abeles-Allison introduced Patrick Glynn. Glynn shared insights into the wage and compensation atmosphere in the marketplace. CPI-U is a standard that has been used subsequent to Act10. Carlson-Dettman is currently in the process of conducting a wage/salary survey with the intent of having data available by Labor Day. Reiterated that Bayfield County has attempted to stay ahead of the wage/benefits curve. Economy is not expected to improve in the immediate future. Structural increase, step increase, merit and/or one-time payments are being considered by many organizations. Salary.com podcast recommended.

Teamster and State Health Insurance Plans, 2023:

Motion Milanowski, Strand to suspend the rules and allow public input during this discussion. Motion Carried (5-0). Mr Ward offered to have a Teamster Health Fund Representative available at a future meeting to answer questions.

Kavajecz provided an overview of the Teamster Health Fund and the State of Wisconsin Local Deductible Health plans.

Dalton Collins asked about emergency coverage for dependents out of the area. Collins also commented about the Teamster HRA. Teamsters are concerned with losing the HRA. Teamsters calculate the value of the HRA as \$2.57 per hour.

Martin Skaj asked for a show of hands for how many employees like the Teamster Health Plan.

Many of the Teamster members present raised their hands. Expressed concern with lack of out of network coverage with the state plan.

Ward reported that the Teamster Health Fund was not impacted by COVID as it relates to rates.

Unpaid Leave Policy, removing “extenuating circumstance” clause.

Motion Pocernich, Milanowski to remove the extenuating circumstance clause from the unpaid leave policy. Motion Carried (5-0)

Reports

- a) **Human Resources Report:** May and June reports were included in the meeting packet. It was noted that there have been 57 hires so far this year and 118 interviews conducted.
- b) **Personnel Financial Report as of June 30, 2022:** Overall in line with budget.
- c) **Budget 2023 Staffing Request List:** Review of requests received to date for new staff in 2023. Plan will be to make a recommendation on personnel requests at the next meeting.
- d) **Telecommuting Policy:** Kavajecz reported that the Telecommuting Focus Group met 3 times and has provided recommendations for modifications to the policy. Once finalized, it will be sent to Department Heads for their input and will then be brought to the Personnel Committee for final review and approval.

*Motion Pocernich, Milanowski to enter into closed session pursuant to Wisconsin Statutes §19.85(1) (c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and (e) 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: Approve Closed Session Minutes of June 2 and discuss union negotiation strategy related to WPPA and Teamsters. Motion Carried (5-0)
Entered Closed session at 5:11 pm.*

Motion Milanowski, Dougherty to return to open session. Motion Carried (5-0) Returned to open session at 5:41pm

The committee will not meet on August 4th.

Meeting adjourned at 5:42pm. Minutes respectfully *submitted* by Kristine Kavajecz