

PERSONNEL COMMITTEE MINUTES

COMMITTEE: JOINT PERSONNEL/AGING
DATE: DECEMBER 7, 2023
TIME: 4:30 P.M.
PLACE: FOREST COUNTY BOARDROOM

CALL TO ORDER

Skallerud, interim chair in the absence of Anderson called the meeting to order at 4:30 p.m.

ROLL CALL

Present: Chaney, Dailey, Goode, Lukas, Skallerud

Present: Black, Miller

Absent: Anderson, Landru

Others Present: Nora Matuszewski, Jeff Marvin, Kathy Fohrman, Christy Conley, Highway employees

APPROVE AGENDA

Motion by Lukas to approve the agenda as presented, second by Goode. All present voting (AYE). Motion carried.

APPROVE THE PERSONNEL MINUTES FROM THE OCTOBER 24, 2023 MEETING

Motion by Chaney, to approve the minutes from the Personnel meeting from October 24, 2023, second by Dailey. All present voting (AYE). Motion carried.

PUBLIC COMMENT

Several Highway employees were present to voice their displeasure with the increase salaries of the elected officials and the administrative coordinator. They told the committee they have been asking for a substantial increase for several years and have not received it. Skallerud explained to them that the County is working on a referendum to increase the levy for operating expenditures including increasing wages. The County had a wage study completed and they will be adjusting the wages of all full-time employees in 2025 if the referendum passes.

All counties and municipalities in the State have been capped by the State from increasing their levies for many years, which is based on a +-2% net growth calculation; the end result is the County has fallen behind economic increases. The County is not able to continue operating and keep the current services at what the levy currently is, which, is based on 19% taxable lands; the increase to the levy is about \$46,000 a year making it impossible to keep up with other county wage increases. Elected Officials salaries have to be set before the next election cycle when they take out papers. The positions are not allowed to increase salaries mid-term for any reason once set, that is why they are being done now. The Administrative Coordinator position has not received an increase since 2016.

The Highway employees asked what would happen if the referendum does not succeed. Skallerud explained to the employees if it is not passed by the public, the County will have to make some serious decisions on what services will be discontinued. He told the employees everyone will have to work together to get out the message of the need to pass the referendum.

CLOSED SESSION: The committee may consider a motion to convene into closed session pursuant to Wis. stat. §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, and pursuant to Wis. Stat. § 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 specific charges, which, if discussed in public would likely have an adverse effect on the reputation of the person referred to in such data,” this closed session relates to:

- Interview- Crandon meal site worker

Motion by Chaney to convene into closed session, second by Black: Roll Call Vote: Black (AYE), Chaney (AYE), Dailey (AYE), Goode (AYE), Lukas (AYE), Miller (AYE), Skallerud (AYE). Motion carried.

RECONVENE TO OPEN SESSION TO TAKE ACTION, IF APPROPRIATE, ON MATTERS DISCUSSED IN CLOSED SESSION

Motion by Chaney to reconvene to open session to take action if appropriate, on matters discussed in closed session, second by Goode. All present voting (AYE). Motion carried.

Motion by Lukas to hire Jordyn Peltier as the Crandon meal site manager, after a successful drug screen and background check, second by Chaney. All present voting (AYE). Motion carried.

DISCUSSION/ACTION WITH THE SHERIFF AND JUDGE ON THE COURT OFFICER

The Judge was unable to attend but, the Sheriff told the committee that he is working on hiring a part-time court officer. He said the Judge was okay with an employee to work as the court officer as long as the employee has taser training and be able to handcuff. The committee asked the Sheriff if the person could be a correction officer as well and he indicated that person could.

No Action

DISCUSSION/ACTION ON AN UPDATED JOB DESCRIPTION FOR THE SOCIAL SERVICES AIDE/CHILD CARE AND FOSTER CARE WORKER; FORWARDED FROM SOCIAL SERVICES

Motion by Lukas to approve the updated job description, second by Dailey. All present voting (AYE). Motion carried.

DISCUSSION/ACTION ON AN ELECTION EMERGENCY PLAN

Motion by Chaney to approve the Election Emergency Plan and forward it to full County board in resolution form, second by Goode. All present voting (AYE). Motion carried.

DISCUSSION/ACTION ON THE 2025-2028 ELECTED OFFICIAL SALARIES; FORWARDED FROM FINANCE FOR POSSIBLE APPROVAL AND FORWARDING TO FULL COUNTY BOARD IN RESOLUTION FORM

Motion by Chaney to approve and forward the 2025-2028 Elected Official Salaries to full County board in resolution form for approval, second by Lukas. All present voting (AYE). Motion carried.

DISCUSSION/ACTION ON WAGE INCREASE FOR THE ADMINISTRATIVE COORDINATOR POSITION AND BUDGET AMENDMENT FOR 2024 BUDGET YEAR

PERSONNEL COMMITTEE MINUTES

FORWARDED FROM FINANCE FOR POSSIBLE APPROVAL AND FORWARDING TO FULL COUNTY BOARD IN RESOLUTION FORM

Motion by Chaney to approve and forward the Administrative Coordinator wage increase and forward to full County board in resolution form for approval, second by Goode. All present voting (AYE). Motion carried.

DISCUSSION/ACTION ON CARRYING OVER VACATION FOR M. ISON IN THE SOCIAL SERVICES DEPARTMENT

Motion by Chaney to approve carrying over the vacation until March 1, 2024, second by Lukas. All present voting (AYE). Motion carried.

FUTURE AGENDA ITEMS

- Combined meeting with Personnel and the Health to discuss merger of counties Health Department
- Staff Nurse/PH Health Nurse recruitment
- Letter of concern from Clerk of Courts
- Next Meeting – December 21st, 2023 at 4:30 p.m.

ADJOURNMENT

There being no further business, motion by Chaney to adjourn, second by Lukas. All present voting (AYE). Motion carried. Meeting adjourned at 5:49 p.m.