

PERSONNEL COMMITTEE MINUTES

COMMITTEE: PERSONNEL/FINANCE/HEALTH
DATE: DECEMBER 21, 2023
TIME: 4:30 P.M.
PLACE: FOREST COUNTY BOARDROOM

CALL TO ORDER

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

ROLL CALL

Present: Campbell, Chaney, Dailey, Goode, Gretzinger, Lukas, Skallerud

Absent: Anderson, Black, Landru

Others Present: Annette Seibold (Teams), Angela Nimsgern (Teams)

APPROVE AGENDA

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

APPROVE THE PERSONNEL MINUTES FROM THE DECEMBER 7, 2023 MEETING

Motion by Chaney, to approve the minutes from the Personnel/Aging meeting from December 7, 2023, second by Dailey. All present voting (AYE). Motion carried.

PUBLIC COMMENT

None

DISCUSSION ON OPTIONS FOR THE HEALTH DEPARTMENT STRUCTURE, ADVERTISING FOR POSITIONS AND STEPS MOVING FORWARD; POSSIBLE ACTION

Discussion evolved around the salary and bringing it up to what Seibold feels it should be at to attract qualified candidates. She wants the position brought up to \$84,000 starting out, stating they have grant funding available through grants to cover the increased salary until the end of 2027. It was explained the County is going to be sending a referendum to the tax payers in April of 2024 for an increase of operating expenditures, services and salary increases; implementation 2025.

Annette's contract will be up in February of 2024, so they felt that would be too late and the state agreed. Seibold told the committee that qualified applicants will apply if the salary is raised. The wage study puts the Public Health Director at a salary of around \$82,000 to \$99,000 based on experience and years of service. Skallerud pointed out that is it very important to follow the wage study because it will be followed for every other employee in the County and by changing any of it, it could set a precedence and a ripple effect will be felt through out all positions. Then the question was raised, what if the referendum fails, what does that mean and how long would the County be able to sustain the wage being set this high. Dailey asked how long the existing excess funds in the Health Department general fund would be able to carry the position at that wage without the referendum passing and it was thought maybe through the early 2030's. Annette told the committee the department has \$180,000 in grant funding through 2024 they could use for the increased salary and then another \$85,000. The thought was it was important and no matter what is done that the position should stay within the wage study based on years of experience.

The other options would be a merger with another county, which is a very difficult process and there is the feeling it could cost the County some services. There are a few other counties that are doing a merger and one county they thought was doing a merger, actually has a shared service agreement. Other options were could be adding vacation to attract applicants. Gretzinger, Goode and Daily feel the wage needs to be raised to see if it will attract applicants and then the other options could be explored if no viable candidates apply.

Motion by Chaney to raise the salary to follow the wage study based on years of experience, update the job description to reflect it and post the updated position, second by Skallerud. All present voting (AYE). Motion carried.

The body (Personnel/Finance/Health) ask that the Health Committee continue to work on a contingency plan in the event it does not attract candidates.

FUTURE AGENDA ITEMS

None

ADJOURNMENT

There being no further business, motion by Chaney to adjourn, second by Dailey. All present voting (AYE). Motion carried. Meeting adjourned at 5:43 p.m.