Call To Order
Committee Chair Susan Martin called the meeting to order at 9:02 A.M. The meeting was properly noticed and published.

Members Present
Susan Martin, Neil Ford, Barry Pufahl, County Board Chairman Robert Westby participated as a voting member

Members Absent
Douglas Richmond and Brian Landers

Also Present
Joseph Ruf, Erik Pritzl, Sheriff Dennis Richards, Michael Babcock, Kurt Dey, TO Boge, Cory Wiegel, Larry Rodenstein-AFSCME, Rick Wendl, Glenn Fischer, Lyle Schreiber, Lynn Jerde-PDR

Agenda Approval
Motion by Pufahl/Ford to approve the agenda as presented. Motion carried unanimously.

Minutes
Motion by Ford/Pufahl to approve meeting minutes from July 7 and July 21, 2010. Motion carried unanimously.

Expenditure
Motion by Pufahl/Ford to approve Governing Committee Expenditure Report as presented. Motion carried unanimously.

Health & Human
Service
Erik Pritzl, HHS Director requested replacement of a social worker in anticipation of a resignation. Discussion. Motion by Ford/Pufahl to approve the replacement request of a social worker pending receipt of the written resignation letter. The position is represented by the Professional Union AFSCME Local 2698-A. Motion carried.

Sheriff
Replacement requests
Sheriff Dennis Richards requesting replacement requests due to resignations. Internal postings will occur for Patrol Sergeant and Detective Sergeant which will eventually leave 2 vacancies for Deputy Sheriff. Motion by Pufahl/Ford to approve replacement of 2 Sheriff Deputies.

Village of Cambria
The Village of Cambria is seeking to contract with the Columbia County Sheriff’s Office to provide patrol services. The Village would pay 50% of the contract. Discussion and questions. Motion by Pufahl/Ford approval to send forward a half time deputy for the Village of Cambria as funding source is available. Motion carried.

Grievances
Highway – AFSCME Local 995 Bereavement form
Review of the form created for completion when Local 995 members need time for bereavement leave. The form, with recommended changes, was approved form implementation.

Highway – AFSCME Local 995 Vacation request
Larry Rodenstein, AFSCME representative, presented a grievance from a Ferry Operator who was denied a vacation day request on Memorial Day, a designated holiday in the union contract. Employee requested a vacation day as he was scheduled to work and wanted off. Employee was able to switch and have the holiday off, he was compensated holiday pay but is requesting to be paid for a vacation day in addition to the holiday pay. Reference to Highway contract Article 10 Vacation, Section 10.03 Ferry Operators. “Ferry Operators shall be allowed to take a maximum of 96 hours of their vacation during the ferry operating season, which shall be paid out at 12 hours straight time pay per day of vacation. A day of vacation shall be considered to be 12 hours during the operating season and 8 hours during the non-operating season. The Ferry Operator (Maintenance Person) shall be allowed vacation with the same stipulations as all other employees excluding Ferry Operators.” Discussion. Motion by Pufahl/Westby to deny the grievance based on Article 10 Section 10.03

Buildings & Grounds
Cory Wiegel, B&G Director, was approached by Experience Works, an employment program for individuals 55 and over. Discussion on program and county obligations. Motion by Pufahl/Ford to table until a future date for more information. Motion carried, Martin opposed.

Human Resources
2011 Budget
The Committee reviewed and discussed the 2011 Human Resources Budget which includes HR, Safety and Wellness, Unemployment and Retirement Payout Pool. The committee decreased the...
advertising budget for 2011 from $5,500 to $2,750. Electronic media has proven to be successful in recruitment and most are free. Motion by Pufahl/Ford to approve the 2011 budget for Human Resources (Account 1431), Safety and Wellness (Account 1271), Unemployment (Account 1432) and Employee Retirement Payout Pool (Account 1433). Motion carried.

**Health Insurance working group**

Concerns of escalating health insurance costs were discussed and ideas exchanged on reducing the cost of health insurance.

**HR Director Performance Planning Guide**

Will be on the next meeting agenda for Committee approval.

**Compensatory Time**

Hours over 80 were reviewed and discussed.

**Grievances, Arbitrations, Negotiations**

Joe Ruf updated the committee on 2 Professional Union, AFSCME, Local 2698A, grievances moving forward. 2009-2010 union contracts were discussed.

**Workers Compensation (WC) claims review process**

Shonna Neary, Accounting Supervisor, presented information on 2010 WC claims and explained the budgeting for WC including the effect of the mod factor on rates. The State defines job categories for WC based in part on job hazard. Discussion on how to reduce injury claims, training and employee awareness. Updates to review WC claims will continue.

**Unemployment Compensation**

Shonna Neary provided documentation for review of the current unemployment costs and information on budgeting for unemployment claims.

**Department budget**

The annual HR budget was reviewed.

**Department Activities**

Information on approved hiring for several positions.

---

**Next Meeting Date**

There will not be a September meeting. The next HR Committee is scheduled for Wednesday, October 6, 2010 at 9:00 AM.

**Adjournment**

Meeting concluded at 12:48 PM

Respectfully submitted,

Barry Pufahl
Committee Secretary

Recording Secretary,

Jane Bescup
HR Program Coordinator

---

**cc: HR Committee, County Board Chair Robert Westby, Vice Chair Andy Ross, Joseph Ruf, County Clerk, Erik Pritzl, Sheriff Dennis Richards, Kurt Dey, Cory Wiegel, AFMSCE**