HUMAN RESOURCES COMMITTEE MEETING MINUTES  
Wednesday, September 3, 2008  9:00 A.M.  
Columbia County Annex  120 West Conant Street  Portage, WI  53901  
(608) 742-9667  FAX (608) 742-9802  
Email: human.resource@co.columbia.wi.us  

These minutes have been officially approved by the Human Resources Committee.

Call To Order  
Committee Chair Susan Martin called the meeting to order at 9:00 A.M. The meeting was properly noticed and published.

Members Present  
Susan Martin, Doug Richmond, Neil Ford, Dr. Curtis

Absent  
Brian Landers

Also Present  
Joseph Ruf, County Board Chair Debra Wopat, Bill Casey, Erik Pritzl, Deanna Kelley (HHS intern), Lori Bednarek

Agenda Approval  
Motion by Curtis/Ford to approve agenda. Motion carried unanimously.

Minutes  
Motion by Curtis/Richmond to approve minutes from the August 6, 2008 HR meeting as submitted. Motion carried unanimously.

Expenditure Report  
Motion by Curtis/Richmond to approve Governing Committee Expenditure Report as presented. Motion carried unanimously.

Solid Waste  
Bill Casey, Solid Waste Director, requested to adjust the pay rates of the contracted employees who work every Saturday at the sites in the Towns of Pacific and West Point. This increase would provide uniformity in the base pay for all the employees in these positions. The hours will be adjusted at one of the sites covering the cost and will not affect the budget. Discussion. Motion by Richmond/Ford to approve increasing the wage rate from $9.00/hour to $11.00/hour for the Town of Pacific employee and $10.00/hour to $11.00/hour for the Town of West Point employees. Motion carried unanimously.

Health & Human Services  
Erik Pritzl, HHS Director, introduced student intern, Deanna Kelley, who will be on site 16 hours/week for the academic school year. 

Economic Support Specialist (ESS)  
Replacement request for an ESS employee, Sue Hawley, who will be retiring January 2, 2009 having worked for Columbia County since 12/9/1980. The ESS positions are funded through State and Federal resources. The position requires 25 days of training at a cost of $10,564.84 beginning November 3, 2008. Erik Pritzl requested that the hiring overlap in order to complete training and client services (approximately 400 cases). County dollars will not be involved as another funding source is available to cover the cost. Discussion. Motion by Curtis/Richmond to approve the request. Motion carried unanimously.

Elderly Benefit Specialist (EBS) grievance  
A grievance decision delayed from the August 6, 2008 meeting was addressed. The grievance asks that the EBS position be moved from the Courthouse Union to the Professional Union. Erik Pritzl elaborated on the differences between the positions of Disability Benefits Specialist (DBS) and EBS. The EBS position was established in the early 1990's and DBS was set up as part of the new mandates from the recently implemented Aging and Disability Resource Center (ADRC). Qualifications for the DBS requires a college degree, EBS provides alternatives to meet the job requirements and there are different funding sources that pay for these programs. An updated manual is expected which will assist in defining the EBS qualifications. Joseph Ruf informed the committee of an open case pending a decision from the WI Employment Relations Commission (WERC).
Committee discussion included the ability to afford the additional cost associated with the increase in wage as the State funding would not change. Motion by Ford/Richmond to approve the movement of the EBS position from the Courthouse to the Professional Union with no salary recommendation. Further discussion resulted in a committee roll call vote. Motion failed to pass; the EBS position will remain in the Courthouse contract.

**WCA/ELO**

The Committee discussed questions regarding this new program. HR will forward the questions and report back to the committee with the response.

**Compensatory time**

Compensatory time balances over 80 hours were reviewed. The committee will review comp time at its January 2009 meeting and continue to review on a quarterly basis.

**Grievances, Mediations and Arbitrations**

Joseph Ruf updated the committee on a recent arbitration hearing, several new interest arbitrations that have been filed with WERC on recently denied grievances and new grievances filed that will be on the HR agenda in the future.

**Negotiations**

The dates of upcoming negotiations with the Health Care Center and Highway were shared, both contracts expired in 2007.

The next HR meeting will be Wednesday, October 1, 2008 at 9:00 AM.

Motion by Ford/Richmond to adjourn at 10:56 A.M.

Respectfully submitted,

Brian Landers
Secretary

Recording Secretary,

Jane Bescup
HR Program Coordinator

cc: HR Committee, County Board Chair Debra Wopat, Vice Chair Robert Westby, Joseph Ruf, County Clerk, Erik Pritzl, Bill Casey, Jack Bernfeld (AFSCME)