



COLUMBIA COUNTY

Board of Supervisors

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Columbia County Human Resources Committee Minutes Friday, April 7, 2017

Committee Members Present: Bruce Rashke, Adam Field, Barry Pufahl, Dan Drew, Matthew Rohrbeck (8:23 AM arrival)

Also in Attendance: Joseph Ruf, Vern Gove, Mary Cupery, James Foley, Cathy Karls, Darrel Kuhl

The meeting was called to order by Chair Bruce Rashke at 8:01 AM and was certified to be in compliance with the Wisconsin Open Meetings Law.

Approval of Agenda

Motion by Pufahl to approve the agenda as presented, second by Drew. Motion carried.

Approval of Minutes

Motion by Field to approve the HR Committee meeting minutes from March 3, 2017, second by Drew. Motion carried.

Approval of Expenditure Report

Motion by Pufahl to approve the expenditure report, second by Drew. Motion carried.

General Review of Department Activities

Review of current budget, moving preparation, hiring, position requirements and update on Workers Comp issues. Supervisor Kevin Kessler expressed his concern at the April HHS Committee meeting that personnel matters are discussed in closed session by the HR Committee. He feels personnel issues should be held in open session and citizen representatives included in the process. The HR Committee unanimously disagrees with Supervisor Kessler's comments. Personnel matters are under the jurisdiction of the Human Resources Committee per Title 7 of the Columbia County Ordinance.

ACCOUNTING

Cathy Karls, Assistant Comptroller, presented a replacement request for an Accountant I due to a resignation. Motion by Pufahl to approve the replacement request, second by Field. Motion carried unanimously.

SHERIFF

- Chief Deputy/Captain Darrel Kuhl presented a replacement request for a Jailer due to a resignation. Discussion of 12 hours shifts, recruitment challenges and extent of hiring process related to extensive Sheriff back ground requirements. 5 vacancies are expected within the next year due to retirements and resignations. The request includes the ability to hire in advance for future vacancies from the current recruitment. Ruf explained the authority of the Sheriff to hire for temporary 90 day appointments. Motion by Pufahl to approve the replacement request and the advanced hiring from recruitment of qualified applicants. Motion carried.

- Review of Management wage compression will be reviewed at a later time. Several Departments have requested review of wages and grade placement. A market study by Carlson Dettmann is a possible option.

HUMAN RESOURCES (HR)

- Amending the Policies and Procedures for Field Employees of Columbia County Highway & Transportation is being worked on and several issues will be clarified at a future date.


- Emergency Management, currently under the General Policy and Procedures, is requesting to be part of the Sheriff's Non-Sworn Policy and Procedures. The request is being reviewed and will addressed in the future.

The next HR Committee meeting will be Friday, May 5, 2017, at 8:00 AM in Meeting Room 1 in the lower level of the Courthouse.

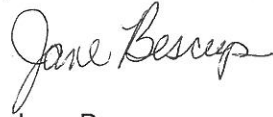
Chair Rashke adjourned the meeting at 9:04 AM.

Human Resources Committee Meeting
April 7, 2017

Respectfully Submitted,

A handwritten signature in cursive script that reads "Matthew Rohrbeck". The signature is written in black ink and is positioned above the printed name.

Matthew Rohrbeck
Human Resources Committee Secretary

A handwritten signature in cursive script that reads "Jane Bescup". The signature is written in black ink and is positioned above the printed name.

Jane Bescup
Recording Secretary