

MEETING MINUTES

Committee: PERSONNEL COMMITTEE

Date: Monday, October 23, 2023

Time: 4:00 PM

Location: Hearing Room, across from the County Board Room, Lower Level of the Safety Building

The following discussion was held by the Committee at the meeting detailed above:

As a courtesy to other, please silence cell phones and please notify the Chairman if you intend to record this meeting.

- 1. Meeting called to order at 4:05 PM**
- 2. Conduct Roll Call by Vice-Chairman Medo:** County Board Chairman has made a change to the Personnel Committee: Removing Supervisor Zagar and Adding Supervisor Sorano. Supervisor Zagar will now be on the Ag & Extension and Land Conservation Solid Waste Committee.

PERSONNEL COMMITTEE			
Bruce McDougal	Chairman	Absent	
Ben Pierce	Member	Present	
John Medo	Member, Acting Chair	Present	
Zach Zagar	Member	Absent	
Steve Maier	Member	Present	
Justin Sorano	Member	Present	
Others Present			
Name	Interest	Name	Interest
Robin Stowe	Corporation Counsel	Jason Hilger	County Administrator
Judy Nagel	County Clerk/Rec. Secretary	Chris Dulmes	H/R Generalist

- 3. Please silence all cell phones.**
- 4. Recite the Pledge of Allegiance.**
- 5. Approve/amend the minutes of Personnel Co Meeting of August 15, 2023:** Motion by Maier, second by Sorano to approve the Personnel Co Meeting of August 15, 2023. All ayes, motion carried.
- 6. Public comment on agenda items and consideration of requests for items to be added to future meeting agendas:** No public comment.
- 7. Worker's Compensation Experience Modification Factor: .79, currently .78:** H/R Generalist Dulmes provided an Updated W/C Report, looking at the Mod Factor in 2020 at 1.42 currently at .79, with anything under 1.00 a good Mod Factor. Dulmes also shared the Claims by Department and by Year. Discussion held. Dulmes will share the W/C Packet with the Department Heads.
- 8. Discuss Run Loss Reports: Claims and Workers' Comp:** Discussed under #7.
- 9. Finalize Implementation of HealthCheck 360 for Calendar Year 2024:** County Administrator Hilger shared the criteria for the HealthCheck 360 Compliance, covering to areas of health: Diabetes and High Blood Pressure. Hilger presented premium penalties if the employee is not in compliance with the required checklist. Discussion held. Motion by Pierce, second by Maier to implement a 5% Insurance Premium Penalty if the employee fails to comply with the Diabetes and/or High Blood Pressure Compliance. All ayes, motion carried.
- 10. H/R Generalist: Monthly County Department Staffing Status Report:** H/R Generalist Dulmes provided an October Langlade County Staff Status Report, which includes the Department, the vacancy, the budget, the current staff, the number of openings within the Department. Discussion on the report. No action.
- 11. Online Safety Training Modules for the Employees: How they are administered and tracked:** H/R Generalist Dulmes explained to the Committee how safety training modules are tracked through WI County Mutual, our insurance carrier. Dulmes works with the Employee on training compliance. No action.
- 12. Update on County Employee Recognition:** Current County Policy for an Employee with 10 or more years of service receives \$150 party and \$100 Chamber Gift Card. Discussion on a tiered system for employee

Meeting Minutes (Continued)

recognition. Dulmes will provide more information to the Committee regarding a possible Tiered Employee Recognition Policy.

13. Update or Report on Activities/Grants from County Administrator: County Administrator Hilger discussed employee vacancies.

14. Next meeting date: November 27, 2023 at 4:00 p.m. in the Hearing Room.

15. Adjourn the meeting: The October 23, 2023 meeting was adjourned at 5:02 p.m. All ayes, motion carried.

Minutes transcribed and submitted by:

Judy Nagel, County Clerk, Recording Secretary