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MEETING MINUTES

Committee: JOINT HIGHWAY& PERSONNEL COMMITTEES
Date: Wednesday, December 5, 2018
Time: 8:30 AM
Location: County Board Room, Lower Level of the Safety Building, 840 Clermont Street, Antigo

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

1. **Meeting called to order at 8:30 AM by Chairperson Nonnenmacher (Personnel Committee) and Acting Chairperson Novak (Highway Committee)**

2. **Roll call was conducted:**

HIGHWAY COMMITTEE		
Name	Role	Status
Richard H. Hurlbert	Chairman	Absent
Joseph Novak	Acting Chairman	Present
Pete Pennington	Member	Present
Richard Wiegert	Member	Present
Arlene Bonacci	Member	Present
David J. Solin	Board Chairman for Hurlbert	Present
PERSONNEL COMMITTEE		
Name	Role	Status
Doug Nonnemacher	Chairman	Present
Pete Pennington	Member	Present
Richard H. Hurlbert	Member	Absent
Sandy Fischer	Member	Present
Arlene Bonacci	Member	Present
David J. Solin	Board Chairman for Hurlbert	Present

Others present: Tina Ver Hagen, Interim Human Resources; Robin Stowe, Corporation Counsel; Brian Braun, Highway Commissioner; Don Scupien, Supervisor; Mark Westen, Sheriff; Don Bergbower, Jail Administrator; Pam Resch, Finance Director; Judy Nagel, County Clerk and Recording Secretary.

3. **The Committee recited the Pledge of Allegiance.**
4. **Public comment on agenda items, and consideration of requests for items to be added to future meeting agendas:** Discussion on the vote of the Committees. Corporation Counsel Stowe explained the voting for Committees in a joint meeting, as the Board does not have a policy. Stowe recommends that each Committee vote as a Committee, stating that each Committee has a defined role. Motion by Pennington, second by Wiegert (Highway Committee) to vote as separate Committees. Novak, nay; Pennington, aye; Wiegert, aye; Bonacci, aye; Solin, nay. Motion carried, the Committees will vote separately.
5. **Discuss with possible action compensation method for exempt employees (salaried vs. hourly) or possible restructuring options within the Highway Department:** Corporation Counsel Stowe reviewed the Wage Compression Issue within the Highway Department, as compression issues are compared to the business model used in the Department. Stowe reminded the Committee that Carlson Dettmann will be reviewing all positions within the County beginning in January, 2019. Prior to the review, Patrick Glynn, of Carlson Dettmann gave a recommendation to the Committee to temporarily alleviate the compression issue in the Highway Department. The Committee reviewed the recommendations. Discussion held. Highway Commissioner Braun distributed a copy of the Patrol Superintendant wage rates for the North Central Region.

Discussion on the comparable rates. Interim Human Resources Director Ver Hagen addressed the recruitment, retention and training costs involved with employee turnover.

The Committees took a five minute recess.

Motion by Fischer, second by Solin (from Personnel) to adopt the recommendation from Carlson Dettmann, using this until December 31, 2019, at which time the Compensation Study will be completed and implemented on January 1, 2020. All ayes, motion carried.

Motion by Solin, second by Bonacci (from Highway) to adopt the recommendation from Carlson Dettmann, using this until December 31, 2019, at which time the Compensation Study will be completed and implemented on January 1, 2020. All ayes, except Pennington nay. Motion carried.

This action will commence at the next pay period.

6. **At approximately 8:45 a.m., consider moving into closed session pursuant to Section 19.85 (1)(c)(f), Wis. Stats., to review employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and /or to review financial, medical, social or personnel histories of specific persons, which if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data; to discuss Compression Issues in the Highway Department.**

7. **At approximately 9:15 a.m., return to open session with possible action taken on any matters discussed in closed session:**

   The Committees did not go into closed session.

8. **Schedule next meeting:** No schedule meeting at this time.
9. **Adjourn meeting:** Motion by Wiegert, second by Novak to adjourn the Highway Joint Meeting at 10:08 a.m. Motion by Solin, second by Bonacci to adjourn the Personnel Joint Meeting at 10:08 a.m. All ayes, motion carried.

Minutes transcribed and submitted[i] by:
Judy Nagel
COUNTY CLERK