

**Meeting Minutes of
Lincoln County Personnel Committee
Tuesday, August 8, 2006 at 8:00 a.m.
Basement Conference Room-Courthouse**

MEMBERS PRESENT: Daniel Caylor, Robert Lussow, Frank Saal, Greta Rusch, and Patricia Woller

MEMBERS ABSENT:

VISITORS: Debbie Rauchle, John Spiegelhoff, Garrett Dinges, Curt Powell, John Mulder, and Diane Hanson

OPEN MEETING

- 1. Call Meeting to Order:** Dan Caylor called the meeting to order at 8:00 a.m.
- 2. Approve Minutes of Previous Meetings:** Motion by Lussow, second by Rusch to approve the minutes of the previous meeting. All ayes, motion carried.

CLOSED SESSION

- 3. Convene into Closed Session** Pursuant to Sec. 19.85(1)(e) Wis. Stats. for deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a closed session.
 - a. Grievance-Courthouse Union
 - b. Starting Wage Rate-Conservation Specialist
 - c. Discussion on Potential Lay Offs

Motion by Lussow, second by Woller with union representatives for item A, Diane Hanson for item B, and John Mulder for all items. All ayes, motion carried.

Motion by Lussow, second by Woller to reconvene into open session. All ayes, motion carried.

OPEN SESSION

- 4. Take any necessary action on Items Discussed in Closed Session:**
 - a. Grievance-Motion by Lussow, second by Woller to grant the requested remedy to the grievance. All ayes, motion carried.
 - b. Starting Wage Rate- Motion by Lussow, second by Rusch to authorize Administrative Coordinator to negotiate a starting salary within the range set by the Personnel Policy for the Conservation Specialist. All ayes, motion carried.
 - c. Discussion on Potential Lay Offs-No action necessary.
- 5. Policy –Performance Evaluations:** John Mulder presented an amendment to the existing policy regarding employee evaluations for non-represented employees excluding Department Heads. This issue has been raised at several different committee meetings where the need for a closed session and committee action has been questioned by the committee. The proposed amendment continues to require that Department Heads complete evaluations on non-represented employees in order to receive step increases on the pay plan, but would no longer require a closed session for committee action. There are also several typos that are being corrected.

ORDINANCE: Motion by Lussow, second by Saal to approve the revised policy and forward an ordinance for the County Board to consider. All ayes, motion carried.

6. Administrative Coordinator:

- a. Report-Q and A on written report:** John Mulder reviewed the monthly activity report. The report was placed on file.

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7. Set next meeting date(s); Adjourn: The Committee set the next meeting date for September 12, 2006 at 8:00 a.m. The meeting will be held in the Downstairs Conference Room of City Hall, Merrill. Motion by Lussow, second by Woller to adjourn. All ayes, motion carried. The meeting adjourned at approximately 9:00 a.m.

Minutes prepared by John Mulder