

**Meeting Minutes of
Lincoln County Personnel Committee
Tuesday, January 8, 2008 at 8:00 a.m.
Third Floor Conference Room-Human Services Bldg.**

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

MEMBERS ABSENT:

VISITORS: John Mulder

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 Woller, second by Lussow to approve the minutes of the last meeting. All ayes, motion carried.

CLOSED SESSION

- 3. Convene into closed Session Pursuant to Sec. 19.85(1)(e) for deliberating or negotiating the purchase of public properties, the investigating of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a closed session.**
 - a. Tentative Agreements- 2008-09 Labor contracts

Motion by Woller, second by Rusch to convene into closed session pursuant to Sec. 19.85(1)(e) for deliberating or negotiating the purchase of public properties, the investigating of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a closed session to discuss tentative agreements for the 2008-09 labor contracts. Roll call. All ayes, motion carried. John Mulder would be allowed to remain in closed session.

Motion by Lussow, second by Woller to re-convene into open session. All ayes, motion carried.

OPEN SESSION

- 4. Take any necessary action on items discussed in closed session:** John Mulder recommended approval of the Tentative Agreements.

RESOLUTION

Motion by Lussow, second by Rusch to approve the tentative agreements with the Highway, Courthouse, and Sheriff Deputies unions. All ayes, motion carried.

- 5. Non-represented pay increases for 2008 and 2009:** The county has reached tentative agreements with 3 unions (Highway, Courthouse, and Deputies) for 2008 and 2009. The tentative agreements have included the following across the board wage increases:

2%	January 1, 2008
1%	July 1, 2008
1.5%	January 1, 2009
1.5%	July 1, 2009

In order to prevent any further salary compression between union and non-represented employees, it is recommended that the non-represented employees receive the same across the board increases as have been negotiated with the three unions.

The Committee discussed the comments regarding a perceived conflict of interest on the part of the Administrative Coordinator. The Committee discussed way to address those comments. One suggestion was to exclude the Administrative Coordinator from the recommendation and present a separate resolution next month after the Personnel Committee negotiated an increase for the Administrative Coordinator. John Mulder stated he did not feel that he had a conflict of interest. He stated that he did not object to the Committees suggested way of handling the matter.

RESOLUTION

Motion by Lussow, second by Saal to approve the following across the board increases for non-represented employees excluding the Administrative Coordinator and forward a resolution to the County Board for adoption. The motion passed 4-1 vote with Woller voting no.

- 2% January 1, 2008
- 1% July 1, 2008
- 1.5% January 1, 2009
- 1.5% July 1, 2009

John Mulder stated he would combine the approval of the contracts and the non-represented increase into one resolution.

- 6. Compensation-Sheriff:** The Sheriff requested that his request be withdrawn.
- 7. Elected Officials Compensation for 2008 and 2009:** The resolution (2006-05-35) setting the 2007 salaries for elected officials was adopted prior to nominations papers being filed so that all possible candidates for office would know the salary levels for the position. The resolution recommended, “the elected officials receive the same across the board increases as non-represented employees during the remaining years of their current terms.”

RESOLUTION

Motion by Woller, second by Rusch to approve the following across the board increase for elected officials (non-County board) and forward a resolution to the County Board for adoption. The motion passed 4-1 with Saal voting no.

- 2% January 1, 2008
- 1% July 1, 2008
- 1.5% January 1, 2009
- 1.5% July 1, 2009

- 8. Compensation Reviews for Information Technology positions:** In March of 2007, the Personnel Committee approved having the positions in the Information Technology Department reviewed by the county’s compensation consultant. The consultant has recommended only one change at this time. It was recommended that IT Help Desk position be reclassified from Grade 2 to Grade 4.

RESOLUTION

Motion by Lussow, second by Woller to approve a reclassification for the Help Desk position retroactive to January 1st 2008, from Grade 2 Step 2 to Grade 4 Step Minimum. All ayes, motion carried.

- 9. Administrative Coordinator's Report-Q and A on written report:** John Mulder explained his report. The report was placed on file.

- 10. Set next meeting date(s); Adjourn:** The Committee set the next two meeting dates for February 5, 2008 at 8:00 a.m. and the March meeting is scheduled for March 4, 2008 at 8:00 a.m. The meetings will be held in the Third Floor Conference Room at the Human Services Building. Motion by Woller, second by Rusch to adjourn. All ayes, motion carried. The meeting adjourned at approximately 8:44 a.m.

Minutes prepared by John Mulder