

**Meeting Minutes of
Lincoln County Personnel Committee
Tuesday, June 3, 2008 at 8:00 a.m.
Third Floor Conference Room-Human Services Bldg.**

MEMBERS PRESENT: Daniel Caylor, Patricia Woller, Greta Rusch, Frank Saal, and Carl Short

MEMBERS ABSENT:

VISITORS: John Mulder, Joel Wendt, and Bob Kunkel

OPEN MEETING

- 1. Call Meeting to Order:** Dan Caylor called the meeting to order at 8:00a.m.
- 2. Approve Minutes of Previous Meeting:** Motion by Woller, second by Rusch to approve the minutes of the last meeting. All ayes, motion carried.
- 3. Personnel Policy Amendments:**
 - a. Introduction-Employment at Will**
 - b. Salary upon promotion**
 - c. Court Appearances**

John Mulder presented the Personnel policy amendments regarding the introduction of the code of ordinances; employment at will, salary upon promotion, and court appearances. John explained the background behind each policy.

ORDINANCE:

Motion by Woller, second by Rusch to approve and forward to the County Board. All ayes, motion carried.

- 4. Request to Carry Over Vacation-Joel Wendt:** Joel explained his request to carry over 102 hours of vacation. Motion by Woller, second by Rusch to approve the request. All ayes, motion carried.
- 5. Compensation for Elected Officials (County Clerk, Treasurer, & Register of Deeds):** 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 that “the elected officials receive the same across the board increases as non-represented employees during the remaining years of their current terms.”

That method will continue to be applied for the Sheriff, Clerk of Courts, and the Coroner whose current terms run through 2010.

Resolution 2008-01-03 set the salaries for all elected officials for 2009. However, the positions of County Clerk, Register of Deeds, and County Treasurer will be up for election this fall for a four year term covering 2009, 2010, 2011 and 2012. The salaries have not been set for the subsequent remaining three years of the term.

One option the Committee would have is set any future increases to the same percentage provided to non-represented employees. As stated in a memo in 2006 when salaries were set using this method, that this approach has not been tested in the courts. The alternative would be to set a specific increase or salary level for all three years (2010, 2011 and 2012). However, that creates its own set of problems in determining the appropriate level.

Bob Kunkel presented a request for the same percentage increases as the non-represented employees and an additional \$50.00 per month to the post employment health plan (PEHP). John Mulder stated that the increases to the PEHP should take effect January 1, 2011 for all six elected officials.

RESOLUTION:

Motion by Rusch, second by Woller to forward a resolution approving the same percent increase as non-represented for the County Clerk, Treasurer, and Register of Deeds for 2010, 2011, and 2012 and an additional \$50.00 per month toward the PEHP effective January 1, 2011. All ayes, motion carried.

- 6. Administrative Coordinator's Report-Q and A on written report:** John presented his monthly report. The report was placed on file.
- 7. Set next meeting date(s); Adjourn:** The Committee set the next meeting for July 1, 2008 at 8:00 a.m. The meeting 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 8:35a.m.

Minutes prepared by John Mulder