

**Walworth County Board of Supervisors
Human Resources Committee Meeting Minutes
Wednesday, January 16, 2019
Walworth County Government Center, County Board Room 114,
100 West Walworth Street, Elkhorn, Wisconsin**

Chair Tim Brellenthin called the meeting to order at 3:30 p.m.

Roll call was conducted and the following members were present: Chair Tim Brellenthin, Vice Chair Ken Monroe, and Supervisors Susan Pruessing and Rick Stacey. Supervisor Kathy Ingersoll was absent. A quorum was declared.

Others in Attendance

County Board Supervisors: County Board Chair Nancy Russell and Supervisor Charlene Staples

County staff: County Administrator David Bretl; Human Resources (HR) Director Dale Wilson; Deputy County Administrator-Finance Nicki Andersen; Director-Public Works Richard Hough; and Risk/Benefits Manager Lisa Henke

Supervisor Stacey made a motion, seconded by Vice Chair Monroe, to approve the agenda. Motion carried by voice vote.

On motion by Supervisor Pruessing, seconded by Supervisor Stacey, the minutes of the December 12, 2018 Human Resources Committee meeting were approved by voice vote.

Public comment – there was none.

New Business

- Ordinance Amending Section 15-359 of the Walworth County Code of Ordinances Relating to Special Pay Premiums for Certain Public Works Employees

County Administrator David Bretl reported the Public Works Committee voted 3-2 to hold a decision on this item for one month. There was a large number of Highway Division employees in attendance at the Public Works Committee meeting. The Human Resources Committee has the prerogative to vote on this item and forward it to the County Board; however, Bretl said holding a decision on this issue would allow staff to research other counties' pay practices for overtime and review former internal policies. Public Works management is recommending the \$5/hour shift differential. Human Resources Director Dale Wilson said the issue of how hours are compensated outside of regular work hours was brought to his attention by Director-Public Works Richard Hough. Currently, crews are not eligible for overtime until they have worked a 40-hour week, which includes non-productive time. If crews are called in on a Sunday, the first day of the pay period, they do not receive overtime for those hours. Wilson said Hough and his staff are implementing additional work rules allowing management the authority to make decisions during the workweek to send crews home based on safety and work priority if they have worked extra hours during that week. **Supervisor Pruessing made a motion, seconded by Vice Chair Monroe, to table a decision on the ordinance for a month to allow staff to gather information from other counties and internally for comparison purposes. Motion carried 4-0.**

- Ordinance Amending Various Sections of Chapter 15 of the Walworth County Code of Ordinances Relating to References to Retiree Health Insurance

Supervisor Stacey made a motion, seconded by Vice Chair Monroe, to approve the ordinance amendment as presented. Motion carried 4-0.

- Ordinance Amending Section 15-6 of the Walworth County Code of Ordinances Relating to Position Title Updates for Certain HHS Employees

Wilson said Ordinance 15-17 gives the Human Resources Director authority to allow job title changes with no fiscal change. This position is required to be under contract, so that section has been updated to reflect the recent change to the position title. **Vice Chair Monroe made a motion, seconded by Supervisor Pruessing, to recommend approval of the ordinance. Motion carried 4-0.**

Reports/announcements - Wilson reminded the Committee that the Walworth County Employee Near Site Health and Wellness clinic at Aurora Lakeland Hospital opened January 2nd. An open house will be held on Wednesday, January 23rd, from 5:00 to 7:00 p.m. The clinic is accessible through the main entrance at the hospital by the parking lot. He invited all Supervisors to attend.

Confirmation of next meeting: Wednesday, February 20, 2019 at 3:30 p.m.

On motion by Supervisor Stacey, seconded by Vice Chair Monroe, Chair Brellenthin adjourned the meeting at 3:41 p.m.

Submitted by Becky Bechtel, Administrative Assistant. Meeting minutes were approved by the Human Resources Committee on February 12, 2019.