

**Walworth County Board of Supervisors
Human Resources Committee and Public Works Committee
Tuesday, March 12, 2019 Special Joint Meeting Minutes
Walworth County Government Center, County Board Room 114,
100 West Walworth Street, Elkhorn, Wisconsin**

The meeting was called to order at 2:30 p.m. by Public Works Chair Rick Stacey

Roll call of committee members was conducted.

Human Resources Committee. 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.

Public Works Committee. All members were present: Chair Rick Stacey, Vice Chair Ken Monroe, and Supervisors Jerry Grant, William Norem and Nancy Russell.

Others in Attendance

County Board members: Charlene Staples and David Weber

County staff: County Administrator David Bretl; Human Resources (HR) Manager Donna McIntyre; Deputy County Administrator-Finance Nicki Andersen; Director-Public Works Richard Hough; Assistant Director-Highway Operations Barry Pierce; Financial Systems Administrator Andy Lamping; Risk/Benefits Manager Lisa Henke

Supervisor Norem made a motion, seconded by supervisor Grant, to approve the agenda. Motion carried by voice vote.

Approval of Minutes

- February 18, 2019 Public Works Committee Meeting

Supervisor Russell made a motion, seconded by Vice Chair Monroe, to approve the February 18, 2019 Public Works Committee meeting minutes. Motion carried 5-0.

- February 20, 2019 Human Resources Committee Meeting

Chair Brellenthin made a motion, seconded by Vice Chair Monroe, to approve the February 20, 2019 Human Resources Committee meeting minutes. Motion carried 4-0.

Public Comment – None.

Consent Items – None.

New Business

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

County Administrator David Bretl said after the last committee meeting, staff reviewed the proposed ordinance to ensure it captured what the Human Resources and Public Works Committees directed. It was determined that the language is not clear with respect to premium pay, and might be interpreted that, for example, if an employee worked 40 hours during the work week and was called in on Saturday, the Saturday hours would be paid triple time, and clarification was added to the original ordinance. Bretl and Director-Public Works Richard Hough explained to the Committees the difference between premium pay (time and a half) and overtime. Premium pay is assigned to any hours worked outside of the Monday through Friday, 7:00 a.m. to 3:30 p.m. work schedule. Management has the authority to have employees flex their time after 40 hours; however, a premium for hours worked outside the normal schedule during the work week would still be paid. Hough said that over 1,000 hours of overtime were saved by using flex time this winter. Supervisor Russell asked about holiday pay to ensure that employees would be

sufficiently compensated for call-ins during holidays. Chair Stacey asked for input from the committee members. Supervisor Grant stated he would not support the premium rate of time and a half, but would support a shift differential of \$5/hour or slightly higher. Supervisor Norem stated he does not support the ordinance because staff is confused as to whether they will receive premium pay if they work over 40 hours, or if they will be made to flex hours. **Supervisor Russell made a motion, seconded by Vice Chair Monroe, to introduce a special amendment at the March 12th County Board meeting to add a sentence under Special Notes in the ordinance stating: “Holiday hours shall be considered as outside of regularly scheduled hours and qualify for premium pay.” The Human Resources Committee voted to approve 4-0. The Public Works Committee voted 3-2 to approve, with Supervisors Grant and Norem opposed.**

Reports/announcements by Chairpersons – None

Confirmation of next meetings:

- Public Works Committee: Monday, March 18, 2019 at 3:30 p.m.
- Human Resources Committee: Wednesday, March 20, 2019 at 3:30 p.m.

Adjournment

On motion by Vice Chair Monroe, seconded by Supervisor Grant, Public Works Chair Stacey adjourned the meeting at 2:53 p.m.