

PERSONNEL COMMITTEE MEETING
August 30, 2016

The meeting of the Personnel Committee was called to order by Chair Joe Gonyo at 6:00 PM on Thursday, August 30, 2016 in the County Board Room, Green Lake County Government Center, Green Lake, WI. The requirements of the open meeting law were certified as being met. The Pledge of Allegiance was recited.

Present: Joe Gonyo
Robert Schweder
Sue Wendt
Robert Lyon

Absent: Paul Schwandt

Also Present: Marge Bostelmann, County Clerk
Jason Jerome, HHS
Paul Vander Sande, HHS
Amy Brooks, Highway

Sheriff Podoll
Mark Putzke, Chief Deputy
Lori Evans, Sheriff's Office
Ben Fauske, RISE Leadership

AGENDA

Motion/second (Schweder/Wendt) to approve the amended agenda. Motion carried.

CORRESPONDENCE – None

APPEARANCES

- Ben Fauske – Rise Leadership

PERFORMANCE MANAGEMENT POLICY

Fauske presented a performance management policy for the Committee to review. There are 3 main components; one – evaluations, two – data analysis, and three – compensation. Discussion was held on criteria for evaluations. Fauske explained that he has implemented this system in other cities and counties. The data analysis will be in three categories, those who do not work to meet their goals, those who are good workers and provide great service and meet their goals and those who exceed their goals.

Motion/second(Schweder/Lyon) to send the policy to the county board for approval. Motion carried.

BASE WAGE INCREASE 2017

Bostelmann presented figures of the employees in the step which are 2.5% and the merit rate employees of a 1.5% increase and a 2% increase. Last year's merit was 1%. Discussion was held.

Motion/second(Schweder/Wendt) to recommend a base increase for those in the merit section of the wage scale of 3% for 2017. Motion carried.

DEPARTMENT HEAD/EMPLOYEE TRAINING – RISE LEADERSHIP

Fauske explained that he will come to the County Board to help explain the policy and wage increase. He will then have a meeting with directors/managers regarding evaluating and then have meetings with employees on specific competencies.

APPROVE COUNTY WIDE TRAINING BY AEGIS CORPORATION – JODI TRAAS

- Mitigating Sexual Harassment Liability; Diversity/Sensitivity: It’s About Respect; & Workplace Bullying: There is Power in One Voice.

Bostelmann explained that Jodi Traas of Aegis Corporation has recommended this training for all employees. She recommends that this training be mandatory for all employees.

Motion/second(Lyon/Schweder) to approve this as a mandatory training for all employees.

Motion carried.

COMMITTEE DISCUSSION

- Future meeting date: Regular meeting September 21, 2016 at 6:00 PM.
- Future Agenda items for action & discussion:

ADJOURNMENT

Gonyo adjourned at 7:11 PM.

Submitted by,

Marge Bostelmann
County Clerk