

MINUTES FOR AD HOC GROUP
February 3, 2017

In Attendance: Ann June, Terry Kleifgen, Barb Theis, Candy Glick, Dennis Weiss, April Kennedy Lee, Colin Moten, and Lutrelle Manna

Absent: Ray Senzig, Greg Lowe

Approval of the July 8, 2016 Minutes after noting that Lutrelle was the acting secretary at the last meeting due to Ann's absence.

1ST April Kennedy Lee

2ND Candy Glick

Motioned Carried

ITEMS DISCUSSED:

Old Business

1. Combining pay scales – Terry has been working on this and will discuss this potential change to the board to determine if they are interested in having her explore further the advancement of this potentially employment incentive yet employee retention benefit.
2. Benefits percentage packages – Terry is exploring drafting a package with 4 steps verses eight. The breakdown would assist with employee retention. At this time the percentage packages being explored are 25%, 50%, 75% and 100%. Lori Chipman will be asked to be involved to determine the financial feasibility to the county. If this is felt an option, it will then need to be reviewed by the personnel and financial committees before being brought to the full county board.
3. Review Success of 2016:
 - 1% COLA for 2017
 - Funeral leave includes “great” relatives and applied consistency
 - Vacation after 6 months for new employees
 - Posting information from the meetings and county board resolutions to all employees.
4. Discuss goals for 2017
 - Payout to employees who were grandfathered with sick time of greater than 120 days. Currently there are approximately 20 employees that this pertains to. The cost to the county is in excess of \$300,000.00. The group explored the option of having department heads plan in their 2018 budget for those employees within their department to be paid out. This way if budgeted there will be less financial hardship on the overall county budget and remaining employees who hope for a modest income boost. Furthermore, proper planning will ensure that there isn't a significant financial blow to the county.
 - Extra floating holiday (**this is not a popular item with the Personnel Committee**). This was tabled and will not be looked at for awhile.

- Brainstorm ways to promote employee retention was discussed at length. Ideas brought to the table that have are being done in other counties are:
 - Resolution thanking the employees of long term retention
 - Birthday cards signed by members of the respective committee that oversee that agency. There was concern of how the cards would be paid for and how the public would look at county dollars being used for this.
 - Certificate of Service

The group feels that small acts of recognition can go a long way in rejuvenating and helping employees feels valued and appreciated.

5. Ray Senzig needed to step down as his schedule did not allow him the ability to participate. Greg Lowe is stepping down as he is retiring as of April 1, 2017.
 6. Recruitment of new members - Denny Weiss will be stepping down and another manager will be sought to take his place as well as Greg's. Denny nominated Jeff Hoile to take Ray's place. An email will be sent out by Terry requesting volunteers interested in participating in this group. The goal is to have many interested persons to ensure representation across the different departments. This is a three year commitment as there needs to be a mixture of new and old members to ensure continuity of the group.
 7. Next meeting date – March 3, 2017 at 8:15 a.m. in the Room 1 of the Old Court House. Barb will not be at the next meeting and therefore Colin will be presiding.
 8. Lori Chipman will be invited to the next meeting to discuss the feasibility of ideas 1 and 2.
- I. Adjourn – Motion to adjourn was made by Barb Theis and seconded by April Lee Kennedy.

Submitted By: Ann June, Secretary

To help conserve paper please print out the agenda and minutes and bring to the meeting.
Thanks so much.