

Juneau County Ad Hoc Group
Thursday May 11, 2017 - 8:15 a.m.
Room 1 (Old Courthouse)

Minutes

In Attendance: Ann June, Barb Theis, Candy Glick, Colin Moten, Lutrelle Manna, Lori Chipman, Jeff Hoile, Brian Loyd and Patty Schluter

Absent: April Kennedy Lee and Terry Kleifgen

Approval of the March 3, 2017 minutes

- 1ST Colin Moten
- 2ND Lutrelle Manna

Motioned Carried

ITEMS DISCUSSED:

1. Reduction of Pay Scales/Steps -
There are currently 30 scales with 10 to 12 steps (Managerial/Professional/Courthouse). The Highway and Sheriff's Department have their own step system. Two options: a five step and a seven step wage increase were worked on. The hurdle for Lori and Terri was the diversity of wages and making the potential new system equitable. Surrounding counties were asked about their pay scales and it was learned that many counties significantly reduced the scales after ACT 10. This has allowed employee retention as well as competitive wages while hiring. Their information was present to the personnel committee and the personnel committee requested an 8 or 10 step scale be looked into. Lori and Terry will work on a new 8 to 10 scale for the Personnel Committee to review.
2. The benefit percentages– This was tabled
3. Payouts for those employee's that hold catastrophic accounts. The payouts were looked at however would cost the county \$300,000.00. At this time the county is not fiscally capable of doing this. The payout in two separate years would be more fiscally possible however due to the current deficit in the total county budget. This will be looked at when the budget for each department is turned in later this year.
4. Employee Retention - Many ideas continue to be tossed out by the group. This will continue to be discussed.

5. Questions raised by employees to the Ad Hoc
 1. Can healthy vending machine choices be provided - The Sherriff's Department Vending Machines currently have healthy choices and is available for all to use. This was discussed at length. A percentage of the funds from the machines is used for the County Christmas Party, Retirement gift as well as remembrance gift for employees who have lost a close family member (spouse, parent, child).
 2. Did the Ad Hoc Committee have any involvement in how holiday pay is determined – The county board made the decision and made it into policy. The ad hoc group had no involvement.
 3. During Alice Training employees were encouraged to have something to use as a weapon however this goes against the county policy of no weapons - The ad hoc committee reviewed their experience with the training and the group remembered the training officers state that a weapon can be anything of daily use (purse size hair spray, copy machine cleaner, etc.). The idea the officers were conveying was to have a plan to use an item to slow down an aggressor so that an employee or employees have an ability to flee and call for help.
 4. An employee inquired if there is a policy that Department Heads follow – Flex time is used at the discretion of the Department Manager or Director. The Personnel Committee does not feel the need to make a specific policy as they recognize that the managers and/or director in charge recognize the needs of constituents they serve, their department needs for staffing the hours, the services they provide and how to properly staff them.
 5. An employee inquired if all committee meeting minutes can be placed on the intranet. This will allow employees to better understand challenges and accomplishments of various departments – Barb stated that she will look into this.

6. Next meeting date – June 6, 2017 at 8:15 a.m. in the Room 1 of the Old Court House.

Adjourn – Motion to adjourn was made by Colin Molten and seconded by Ann June Motion carried.

Submitted By: Ann June, Secretary

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