

**Juneau County Ad Hoc Group**  
**Thursday, April 26 2018 – 8:15 a.m.**  
**Break Room 2<sup>nd</sup> Floor 200 Hickory**  
**Minutes**

Meeting called to order by Vice-Chairman: Colin Moten

**In Attendance:** Candy Glick, Terry Kleifgen, Brian Loyd, Lynn Martin, Colin Moten, Cassandra Murphy

**Absent:** Carol Fischer, Jeff Hoile, Matt Komiskey, Patti Schluter

Motion by Brian Loyd and seconded by Candy Glick to approve February 22<sup>nd</sup>, 2018 meeting minutes  
All in favor, motion carried.

Discussed Topics:

- Suggestion of picking two to four topics to pursue during these meetings
- The following two topics were selected to move forward with:
  1. Annual Increase
    - Talked about asking for 2%, (1% January, 1% July)
    - Discussed to hold percentage dialog to see how the County is doing financially (2017 vs. 2018)
  2. Increase Personal Days
    - Request two additional days of personal time, currently employees receive three days
    - Comes out of sick time – no additional funding required
- New Running ideas to add below
  - Employee's work ten hour shifts, four days
    - Discussed the difficulty with the number of staff in certain units not being able to function this way
  - Request employees receive vacation days right away upon hire
    - Must pay back if they quit before a years' time
- Idea Discussed and Ruled Out
  - Paid Time off instead of vacation and sick time
    - Terry is attending a Conference soon and will bring back information about this topic if it seems to be beneficial
    - All were on the same page that both PTO vs. Sick and Vacation time have their negatives a positive – they even each other out

**Next Meeting**

June 7, 2018 at 8:15 in the Juneau County Board Room  
Motion to adjourn: Kassy Murphy seconded by Lynn Martin.

## Running Tally of Ideas Discussed for Employee Retention and Recruitment:

- Requesting sign on bonus
- Tuition Reimbursement
  - Discussion from Kleifgen that there is Federal Student forgiveness
- Child Care Services
  - Look into discounts at Day Care Centers for County Workers
  - After School Day Care program
    - Who is going to take the initiative to develop this?
- County should pay for more conferences or classes for employees to attend or attain further education
- County pay for the two year training certificate
- When they pass classes employee should obtain a grade level increase
- Employees at the end of wage scale
  - After 25 years 6 weeks of vacation
  - Ways to reward people who have not used workmen compensation insurance
  - Give severance packages to employees to encourage retirement/new employees
- Discussion on a Facebook Page for Juneau County instead of individual departments.
- Discussion on 960 hour limit on sick time
- Continuing the internal Brat Sale to provide gas cards for people who have excess travel for illness of self-family -
  - Ask County Board if they would approve
  - Who will coordinate this event
- Possible newsletter to update employees and County Board
  - No funding
  - How to organize this information to be put on web site and handed out to Co. Board.