

Juneau County Ad Hoc Group

Thursday, September 13, 2018 – 8:15 a.m.

Juneau County Board Room

Meeting called to Order by Chairman- Colin Moten

Attendance: Colin Moten, Candy Glick, Terry Kleifgen, Lynn Martin, Patti Schluter, Carol Fischer

Absent: Jeff Hoile, Cassandra Murphy, Matt Komiskey, Brian Loyd

Motion by Patti Schluter to approve the minutes of the July 12th, 2018 meeting with no changes. Candy Glick seconded the motion. Motion carried.

Discussion

❖ Retention of Employees

- It was asked that employees get additional days paid for inclement weather.
 - Personnel and County Board approved two more personal days from sick day bank so this is a mute issue as two additional days have just been granted.
- A request was made to have Step-parents and Sept-parent in-laws be added to the Personnel Policy under funeral leave to be effective January 1, 2019.
Terry will bring this to the personnel committee meeting.
- Patti Schluter discussed the County continue to take benefits away, people in the public stopping her to discuss why so many people are leaving Juneau County employment.
 - Terry indicated that the County can't compete with Federal or State benefits and many of the people leaving are due to retirement or jobs with higher pay or better hours.

❖ Annual wage increase 2020

- In the works to be discussed at the end of the year after Budgets

❖ November a notice to Departments for appointment to the AD-Hoc Groups and should be discussed for appointment in December to take effect in January 1, 2019.

❖ Terry indicated that Open enrollment for health insurance will be October 1 thru October 26.

Also indicating that there will be an increase in health insurance costs.

Maestro the Flex Company was discussed and problems presented. The County is in a contract with Maestro so they will be the same company next year.

The next meeting date will be Thursday, November 8, 2018 at 8:15 in the Juneau County Board Room.

9:10 a.m. The motion to adjourn was made by Candy Glick and seconded by Lynn Martin.

All in favor, motion carried.

Ongoing Discussions:

➤ Annual Increases 2020

- Should be discussed after budgets, approximately October/November 2018.

➤ Employee retention

➤ 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

- Facebook
 - A County Facebook page instead of individual departments
- LTE Bus Drivers
- Ad Hoc member appointments

Discussion Ruled Out

1. Paid Time Off – instead of Vacation and sick time
2. PTO vs Sick and Vacation
3. Newsletter – no funding (submit an informational sheet to the County Clerk to be distributed to the County Board at their meeting.)
4. Sign on Bonus
5. Brat Sale to provide gas cards for people who have excessive travel for illness.
6. Vacation Days/Sick Time
7. Child Care/ After School Day care