

EAU CLAIRE COUNTY
MEETING NOTICE/AGENDA

COMMITTEE: Committee on Human Resources
DATE: Friday, April 8, 2016 **TIME:** 1:30 PM
PLACE: Eau Claire County Courthouse, Room 3312
721 Oxford Avenue, Eau Claire, WI

REASON FOR MEETING: REGULAR

1. Call to Order and Certify Compliance with Open Meetings Law
2. Review and approve minutes of the March 11, 2016 meeting.
3. Sheriff's Office: Consideration and discussion of Resolution 15-16/154 Supporting a change in State Law to make County Civilian Correctional Officers Protective Status under the Wisconsin Retirement System.
4. Human Resources – Information and Discussion regarding the 2015 Affirmative Action Plan.
5. Human Resources – Information and Discussion regarding possible upcoming changes to the FLSA exemption status along with an update on the recommendations of the Classification and Compensation Study Implementation Plan.
6. Adjourn

COPIES TO:

County Clerk J. Loomis
County Administrator K. Schauf
Corporation Counsel K. Zehms
Committee on Human Resources: K. Clark/S. Miller/M. Beckfield/M. Olson/M. Conlin

Human Resources Department

DATE NOTICE POSTED AND SENT:

PREPARED BY: Jill Mangus, Human Resources Department

PLEASE NOTE: *Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 839-4710, (FAX) 839-1669 or 839-4735, tty: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.*

COMMITTEE ON HUMAN RESOURCES

Friday, March 11, 2016, 2:30 p.m., Room 3312

Location: Eau Claire County Courthouse
721 Oxford Avenue, Eau Claire, WI 54703

MINUTES

Members Present: Kathleen Clark, Mark Beckfield, Mark Olson, Mike Conlin
Member Absent: Sue Miller

Staff Present: Kathryn Schauf, Jamie Gower, Amanda Twitchell, Jill Mangus
Other Staff Present: Danielle Powers, Jessica Bryan, Josh Pederson

Chair Kathy Clark called the meeting to order and certified compliance with Open Meetings Law at 2:34 p.m.

Review and approve minutes of the February 5, 2016 meeting:

Motion Mike Conlin to approve minutes of the February 5, 2016 meeting as written. Motion carried 4 to 0.

Review and approve minutes of the February 17, 2016 meeting:

Motion Mark Olson to approve minutes of the February 17, 2016 meeting as written. Motion carried 4 to 0.

District Attorney: Consideration and discussion of Resolution 15-16/153 adding one (.73 FTE) Victim Witness Specialist Position Recommendation to County Board of Supervisors/Approval-Denial/Information-Discussion.

Motion Mark Olson to approve Resolution 15-16/153 to approve adding one (.73 FTE) Victim Witness Specialist Position. Motion carried 4 to 0.

Kathryn Schauf and Jamie Gower arrived at 2:38 p.m.

Human Resources – Information and Discussion regarding an update on the recommendations of the Classification and Compensation Study Implementation Plan.

The new Human Resources Director requested an extension in order to have more time to view the goals, outcomes, and Implementation plan. No actions or recommendations provided.

Motion Mark Olson to postpone this topic to the April 8, 2016 Committee on Human Resources meeting. Motion carried 4 to 0.

Adjourn.

Kathleen Clark declared the meeting adjourned at 3:21 pm.

Respectfully submitted,

Jill Mangus
Committee Clerk

PLEASE NOTE: Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 839-4710, (FAX) 839-1669 or 839-4735, tty: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.

REPORT TO THE COMMITTEE ON HUMAN RESOURCES

Action Required

Meeting Date: 04/08/2016		Information-Discussion		
Agenda Item No. #3		Direction to Staff		
Department: Human Resources	X	Approval-Denial		
Subject: Sheriff's Office: Supporting a change in state law to make County Civilian Correctional Officers Protective Status under the Wisconsin Retirement System.	X	Requires Recommendation to:		
	X	County Board		
		Other:		
		Form:	<input type="checkbox"/>	Ordinance
Bargaining Unit Involved:			X	Resolution 15-16/154
Prepared by: J. Mangus				Report
Reviewed by: J. Gower		Other Action:		

Human Resources received a request to support a change in state law to make County Civilian Correctional Officers protective status under the Wisconsin Retirement System.

A survey was completed of counties throughout Wisconsin regarding Correctional Officers and their status under the Wisconsin Retirement System. The results were as follows:

34 Counties responded

- 29 - 'General' status
- 1 - Combination of Protective and General status; and
- 4 - 'Protective' Status

If approved, the fiscal impact is as follows:

2016 Budget Year

General category annual contribution is 6.6% for the employer & employee.
 Protective service category annual contribution is 10.36% for employer & 6.6% for employee.

With the current correctional officer and jail sergeant wages, the additional 3.76% employer contribution would cost the County an additional **\$111,000** for 2016.

The Committee is asked to review and approve the request to support a change in state law to make County Civilian Correctional Officers protective status under the Wisconsin Retirement System.

Approved <input type="checkbox"/>	Denied <input type="checkbox"/>
Effective <input type="text"/>	
Referred to County Board on <input type="text"/>	
Signed <input type="text"/>	

4 - SUPPORTING A CHANGE IN STATE LAW TO MAKE COUNTY CIVILIAN
5 CORRECTIONAL OFFICERS PROTECTIVE STATUS UNDER THE WISCONSIN
6 RETIREMENT SYSTEM -

7 WHEREAS, Eau Claire County created the civilian correctional officer classification in 1990
8 and began the transition from a jail staffed by deputy sheriffs to civilian correctional officers at that
9 time; and

10
11 WHEREAS, civilian correctional officers do not meet the principal duties test that 51% or
12 more of their duties consist of active law enforcement duties as set forth in Wis. Stat. § 40.02(48)(a)
13 as interpreted by Wisconsin Appellate Court Decisions; and

14
15 WHEREAS, correctional officers are classified as general employees under the Wisconsin
16 Retirement System and deputy sheriffs are classified as protective service.

17
18 NOW THEREFORE BE IT RESOLVED that the Eau Claire County Board of Supervisors
19 support a change in state law to make county civilian correctional officers protective status under the
20 Wisconsin Retirement System.

21
22 BE IT FURTHER RESOLVED that the Eau Claire County Board of Supervisors directs the
23 county clerk to forward this resolution to the governor, assembly members and senators representing
24 Eau Claire County and the Wisconsin Counties Association.

25
26 _____
27
28 _____
29
30 _____
31
32 _____
33
34 _____
35
36 _____

37 Committee on Human Resources

38 jm

39
40 Dated this ____ day of _____, 2016.

REPORT TO THE COMMITTEE ON HUMAN RESOURCES

Action Required

Meeting Date: April 8, 2016	X	Information-Discussion	
Agenda Item No. 4	X	Direction to Staff	
Department: Human Resources		Approval-Denial	
Subject: Affirmative Action Plan Update		Requires Recommendation to:	
		County Board	
		Other:	
		Form:	Ordinance
			Resolution
Bargaining Unit Involved: N/A			Report
Prepared by: J. Mangus		Other Action:	
Reviewed by: J. Gower			

The Affirmative Action Plan is due to the Committee on Human Resources in June 2016 for review. Staff is requesting an extension to this deadline until September 2016 due to unanticipated staffing changes within the Human Resources Department and the need for additional time to learn, test, and complete the project using a new intricate system. The Committee is asked to review the request and provide direction to staff.

Approved		Denied	
Effective			
Referred to County Board on			
Signed			