

MINUTES

Eau Claire County
Committee on Human Resources

Date: Friday, January 10, 2020

Time: 8:30 a.m.

Location: 721 Oxford Ave, Eau Claire, WI 54703
Room 3312

Members in Attendance: Mark Beckfield, Connie Russell, Judy Gatlin, Kevin Stelljes

Others: Kathryn Schauf – County Administrator, Samantha Cole – Administrative Specialist III, Amy Sires – Benefit Specialist, Sara Bronstad – Human Resource Advisor, Jon Johnson – Highway Commissioner

Public: Joe Knight

Chair Beckfield called the meeting to order at 8:30 a.m. and confirmed the meeting notice.

No members of the public wished to speak.

A motion was made by Supervisor Gatlin to approve the minutes from November 25, 2019 and December 16, 2019 with two spelling corrections. All in favor to approve the minutes as amended.

The Committee discussed Resolution 19-20/084 - Requiring any department of over 50 employees, trending significantly and repeatedly over budget, to seek approval prior to filling vacant staff positions and to provide fiscal reports to the County Board of Supervisors upon request. Sara Bronstad shared insight on the current process of filling vacancies. Administrator Schauf clarified that position reviews have been ongoing before positions are filled. Commissioner Johnson also shared his opinion. Supervisors Stelljes and Beckfield motioned to approve the resolution; Resolution 19-20/084 failed with 2 yes votes and 2 no votes.

A statement for file no. 19-20/084 will be presented to the County Board of Supervisors with the following suggestions:

1. Support of line 35 through line 39, reading: BE IT FURTHER RESOLVED, that the Eau Claire County Board of Supervisors requires monthly written and oral fiscal reports to the full board by the chair of the department's oversight committee and by the department head. This fiscal report shall provide year to date statements of expenses

and revenue, approved budget and actual, the variance, total excess (deficiency) of revenue and expenditures, and vacant positions filled during that month

2. Strike “including positions that are fully funded by outside sources” from line 23 and line 24.

The Committee discussed Resolution 19-20/090 authorizing to abolish one (1.0 FTE) Welder and to create one (1.0 FTE) Mechanic. Commissioner Johnson gave insight on the decision and advised he believes it would be a better fit overall for the Highway Department and the County. Supervisor Gatlin motioned to approve; motion passed 4-0.

Administrator Schauf discussed the current policy of notice of termination. **Action:** Kathryn and the Human Resources team will put together an information sheet for the Committee to review at a future meeting.

The Committee discussed the future meeting schedule. Meetings will continue to take place on the second Friday of each month at 8:30 a.m. at the Government Center through April.

The meeting was adjourned at 9:40 a.m.