

Personnel Committee  
April 19, 2011  
Minutes

~~~~~Approved 10.11.11~~~~~

The Personnel Committee of the Menominee County Board met on April 19, 2011 at 4:30 PM in Courtroom B. Present at the meeting were Com. Pearson, Com. Furlong, Com. Meintz, Com. Jasper, Com. Lang, Marc Kleiman, Brain Bousley, Administrator, Sherry Smith, Admin. Asst.

**Others Present:** Kim Kewley, Julie Englund, Pat & Tom Cheski, John Nelson, Dan Menacher.

**Call Meeting to order:** 4:30 PM

**Agenda:** Discussion to add another item to the agenda. Item e. will be: FOC, Temporary Full time position.

The “amended” agenda was approved by Com. Lang supported by Com. Meintz 5-0

**Previous Minutes:** Minutes of 8-17-10 and 3-25-11 – There was a problem with the 8/47/10 meeting. Was it a legal meeting? If it was improperly posted, then why did it take place? Meintz, not in favor of approving unless it’s proven to be legal. Approved by Com. Furlong supported by Com. Lang. 3/2 vote, Meintz and Pearson voted no.

**Public Comment:** No public comment.

**Business:** a. DMG information received from other county administrators: Pearson: Brian has info. included from other counties in ref. to the DMG. Most counties were very dissatisfied with using this system for evaluating employee salaries. Lang: once you have an evaluation system, you have to go with it. Looking at these, the counties that had failure did not go with what was recommended. We received recommendations from the Archer Company; I think we should follow the recommendation to allow for our DMG to continue working. Furlong: I agree with Bernie. I think the County Board and Department Heads got us into this mess. When an employee leaves, and others take on those duties, that’s when the new evaluation should be done, at it hasn’t been getting done. I think we should take on the recommendation from the Archer Company. Meintz: My concern with the classification of the employees; all employees have the same benefits. They are not included in the pay scale of the DMG procedure. Pearson: That is a global way of doing it. No benefits are added to the pay scale as compensation. I like the idea of using another source other than the DMG. We’ve spent a lot of money in the past to get this DMG in place. We’re causing the problem if we’re not updating on a regular basis.

b. Job Classification/salary Feasibility Study (DMG) ~ Discussion to enforce the original DMG study with ongoing updates. Pearson: We should utilize the system and use it properly. We no longer have communication with the original company. Bousley: We have a new company that can do the updates. They can come and talk with us if need be. Furlong: Is the county Administrator able to authorize an update to the DMG? He would be the first person to know that someone has left and job descriptions have changed. Pearson: We’ll move forward with the discussion of allowing the administrator to authorize updates to the study.

c. Previous job classification/salary study, September 28, 2010. (County Clerk, Treasurer, & E-9-1-1 Departments. ~ The Archer Co. submitted 9 positions that were re-evaluated. Pearson: I'd like to move this forward to get the Treasury department item taken care of. This was done two years ago and according the minutes was supposed to take effect at the beginning of this budget year (Oct.), and it is still not in play. Kim Kewley was asked if there was anything he was missing. Kim stated that Diane wanted Kim's position to be increased per the recommendation of the Archer Co. and to recommend retro pay back to Oct. 1 2010, when this should have taken effect. Also, Diane is still not happy with the recommendations of the Archer Co. and will request another update be done. She feels both positions in the Treasurer Dept. should be a grade 9. We'll move the Archer company recommendations to the board for approval.

d. Administrator Contract discussion – We have some items in the administrator's contract, specifically MERS, Health Ins., Life Ins. Meintz: Are we currently paying for your retirement, Brian? Bousley: No, but sooner or later they'll hit you from the day I started. Meintz: Is there a limitation that says we have to pay it all. Bousley: We're not at 80% so we can't make changes. Meintz: If we're gonna pay for pension, then we should take a look at the pay scale. The Perks get forgotten in the pay scales. The wage should be decreased by the amount it costs us to have him in MERS.

e. Friend of Court – Temporary Full Time Position – We have an employee going on Family Medical Leave. What Renee is requesting is a Temporary Full Time employee to get caught up on the work load. This will be for about 12 weeks. Consensus is to move forward for a board decision.

**Correspondence:** None

**Any Other Items Members May wish to Present:** None

**Public Comment:** Marc Kleiman: Regarding the Archer study one of the reasons we didn't move forward on this was because they didn't give us reasons for the recommendations. I have an issue with the other two clerks in my office. If we accept this now, can we request another one? Kim Kewley: Thank you for addressing this issue? Are you going to implement this now or back to Oct.? Pearson: This will go back to the board for determination.

**Adjourned:** Moved by Com. Lang to adjourn at 5:15 PM, supported by Com. Meintz