

The Florence County Personnel and Law Enforcement Committee met at the Courthouse on February 6, 2014. The meeting was called to order by the Chair. Members present were Supervisors: Bomberg, Johnson, Kelley, Steber, and Theer. Absent: None.

Moved by Supervisor Johnson, seconded by Supervisor Steber to approve the Agenda. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Kelley, seconded by Supervisor Theer to approve the minutes as read for January 2<sup>nd</sup>, January 14<sup>th</sup>, and January 23<sup>rd</sup>, 2014. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Johnson, seconded by Supervisor Kelley approval of Child Support bills and recommend to Audit and Budget. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Kelley, seconded by Supervisor Johnson to approve Kelly Prevost, Deputy County Clerk, to move from 90% pay to 100% pay. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Johnson, seconded by Supervisor Theer to approve Jen Steber, Director of Human Services, to proceed with the recruitment and hiring of a Lead Long Term Support Social Worker due to the planned retirement of Jim Dunkel. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Steber, seconded by Supervisor Theer to approve the revised job descriptions for Victim/Witness Coordinator, District Attorney Secretary, Register of Deeds, and Deputy Register of Deeds. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Theer, seconded by Supervisor Johnson to approve Florence County employees with an HRA (Health Reimbursement Account) to use for any out-of-pocket expense covered by the IRS eligible items. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Steber, seconded by Supervisor Theer to table the approval to put a time limit on non-active/retired employees to use up their HRA (Health Reimbursement Accounts). The Committee would like the Clerk to check the legality of a time limit. Ayes: Five (5). Nays: None (0). Motion carried.

A discussion took place on individual wage adjustments for all employees. The Committee will wait on any decisions on wages until it is decided if the County will move forward with a wage study or not. The County Clerk is in the process of having two different companies give presentations.

Moved by Supervisor Steber, seconded by Supervisor Theer to table the approval to switch long distance carriers for County phone lines until the Clerk has an estimated cost. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Johnson, seconded by Supervisor Theer to adopt a Policy on Use of Non-Deadly Force for Personnel Policy. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Johnson, seconded by Supervisor Theer to adopt an Administrative Investigation into the Use of Non-Deadly Force by a County Employee. Ayes: Five (5). Nays: None (0). Motion carried.

Supervisor Kelley brought up a policy concern to allow the County Foresters in the field carry a pistol. His concern is the safety of the Foresters when they come between a mother bear and her cub. Supervisor Bomberg asked the County Clerk to check with our insurance company on the legality to allow field employees to carry a concealed weapon.

Moved by Supervisor Steber, seconded by Supervisor Theer to compensate the Board and Committee members \$10 for each additional meeting attended after the first meeting of \$40 and recommend on to Audit and Budget Committee. Ayes: Five (5). Nays: None (0). Motion carried.

A discussion took place on compensation of meals for all employees and Supervisors for out-of-town day meetings. It was decided to have the County Clerk develop a policy to present to the Committee.

The Sheriff and Emergency Government monthly reports were next on the Agenda.

Sheriff Rickaby presented the monthly report. He informed the Committee the month of January recorded 67 Incident Reports, 12 Accident Investigations and, 36 Citations. Fines and revenues totaled for the month \$16,474.33.

Moved by Supervisor Johnson, seconded by Supervisor Steber to approve the Sheriff and Emergency Government monthly report, as presented. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Kelley, seconded by Supervisor Johnson to approve the Sheriff's and Emergency Government's monthly bills with the additional bills and recommend to Audit and Budget. Ayes: Five (5). Nays: None (0). Motion carried.

Moved by Supervisor Johnson, seconded by Supervisor Steber to adjourn to Closed Session pursuant to the following:

- WI State Stat. §§ 19.82 (1) and 19.85(1)(c) and (e) the purpose of the meeting is to discuss collective bargaining strategies and status of wages.

A roll call vote was taken and all members voted Aye. Motion carried.

Moved by Supervisor Kelley, seconded by Supervisor Theer to reconvene to Open Session to take action, if appropriate, on matters discussed in Closed Session. A roll call vote was taken and all members voted Aye. Motion carried.

There being no further business and on a motion made, seconded, and carried the meeting was adjourned.

Respectfully submitted,

Donna Trudell  
County Clerk