

Personnel, Labor and Grievance Committee
Meeting Minutes
May 14, 2024 – 6:00 PM
County Board Room

1. **Call to Order/Roll Call @ 6:00PM**

Members Present: Gary Arentsen, Mike Hilmes, Nelson Heinzmann, and Bruce Rapien. Also present was Chairman Brad Knolhoff. **Absent:** Mike Streiker and Dave Veizer. Quorum established.

2. **Recognition of Guests:** Vicky Albers, Jami Staser, Rodney Klockner, and Dan Travous.

3. **Public Comments:** None

4. **Approval of April 2024 minutes:** Motion to approve minutes was made by Bruce Rapien; Second by Nelson Heinzmann. Motion carried; 4-0.

5. **Old Business:** Further discussed updating the salary increase and Health Insurance benefits for Elected and Appointed positions. Effective December 1, 2026, increase base pay to \$81,500 for the following elected and appointed officials: County Clerk, Circuit Clerk, County Assessor, County Treasurer, and County Zoning Administrator; and a base pay of \$51,444.57 for County Coroner. Effective December 1, 2027, increase base pay to \$85,000 for the following elected and appointed officials: County Clerk, Circuit Clerk, County Assessor, County Treasurer, and County Zoning Administrator; and a base pay of \$53,651.54 for County Coroner. Effective December 1, 2024, the county shall pay one hundred percent (100%) of the employee's health insurance premium rates for all of the aforementioned elected and appointed officials; and effective December 1, 2024, the county shall pay twenty-five percent (25%) of the employee's dependent (spouse, children and/or family) health insurance premium rates for all of the aforementioned elected and appointed officials. Motion by Mike Hilmes; Second by Gary Arentsen. Motion carried; 4 – 0.

6. **New Business:**

a) Approved Resignation of Tyler Whitney, effective April 21, 2024, and his payout claim for unused sick leave, vacation time, comp time and holiday pay, totaling an amount up to \$9,600.05. Motion by Bruce Rapien; second by Gary Arentsen. Motion carried 4-0.

b) Approved Resignation of Logan Decker, effective June 14, 2024, and his payout claim for unused sick leave, vacation time, comp time and holiday pay, totaling an amount up to \$11,702.83. Motion by Nelson Heinzmann; second by Gary Arentsen. Motion carried; 4-0.

c) Approved 9-1-1 Telecommunicators Collective Bargaining Agreement, which is a 4-year agreement that includes a pay increase of 3.6 percent for the first year, retroactive to

Dec. 1, 2023, and future increases of 3.6 percent in the second and third years, plus a \$1,000 retention bonus each year (minus any applicable withholdings), and a 3 percent increase the fourth year. The committee agreed to offer additional pay of 48 cents per hour in place of the Education Incentive, which has been removed from the contract, and the Memorandum of Understanding for Lateral Transfer. Motion by Gary Arentsen; second by Mike Hilmes. Motion carried 4-0.

d) Discussed with Sheriff Travous about 4 IMFR positions that were previously terminated in his department. He requested that we approve to create at least 1 position to start the process of trying to hire another person. Motion to approve the IMRF position for the Sheriff's Department was made by Bruce Rapien; second by Nelson Heinzmann. Motion carried; 4-0.

e) Discussed with Sheriff Travous about the County Code regarding Health Insurance Coverage not available to new hires until after 60 days. This effects his ability to hire and/or retain new employees. He would like to see some type of health insurance coverage offered to new hires during the 60-day period. Discussed getting COBRA coverage for new hires during this 60-day period. With the approval of the Personnel Committee, Chairman Knolhoff will create an MOU for this and discuss at Executive meeting for further approval if needed.

7. **Adjourn:** Motion to adjourn @ 7:20PM made by Nelson Heinzmann; 2nd by Bruce Rapien. Motion Carried; 4-0.

NEXT MEETING IS: June 10, 2024 @ 6:30 pm