



Minutes approved 10-18-16

HUMAN RESOURCES COMMITTEE

James Carius Community Room
Tuesday, September 20, 2016 – 3:34 p.m.

Committee Members Present: Chairman Mike Harris, Darrell Meisinger, Monica Connett, Jim Donahue, Nick Graff, Brett Grimm, Carroll Imig, Tim Neuhauser

Committee Members Absent: Terry Hillegonds, Seth Mingus, John Redlingshafer

Others Attending: Wendy Ferrill, County Administrator

MOTION **MOTION BY GRIMM, SECOND BY GRAFF** to approve the minutes of the July 27, 2016 meeting, the August 23, 2016 meeting and the August 31, 2016 In-Place meeting.

On voice vote, **MOTION CARRIED.**

MOTION
HR-16-30

MOTION BY DONAHUE, SECOND BY GRAFF to recommend to approve replacement hire in the Sheriff's Department.

MOTION
TO TABLE

MOTION BY GRAFF, SECOND BY DONAHUE to table item HR-16-30 and HR-16-32 until there was a budget.

Connett clarified this was a replacement position. Lower clarified the position has been budgeted for.

Graff stated he is concerned with protecting the employees we have. There have been furloughs and layoffs discussed. He states he finds it difficult to hire new employees when the budget is not finalized. Issues need to be resolved prior to hiring.

Crawford advised this county needs a process during stressed economic times for replacement hires. The goal is to serve all the needs of the citizens but cut expenses when we can. He strongly urges a committee to look at this.

On roll call on motion to table – (yes to table)

Harris	no
Meisinger	no
Connett	no
Donahue	yes
Graff	yes

Imig no
Neuhauser no

On voice vote, **MOTION CARRIED.**
Opposed by Graff.

MOTION
HR-16-32

MOTION BY CONNETT, SECOND BY NEUHAUSER to recommend to approve a replacement hire for Court Services.

Connett asked for clarification on state guidelines she has heard about. Horan stated that discussion was on parole officers.

On voice vote, **MOTION CARRIED.**
Opposed by Graff.

MOTION
HR-16-33

MOTION BY CONNETT, SECOND BY MEISINGER to recommend to approve replacement hire at the Highway Department.

On voice vote, **MOTION CARRIED.**
Opposed by Graff.

Chairman Harris opened the discussion on IMRF Benefit Protection Leave. County Clerk Webb advised the decision was to consider on a case by case basis, provide authority for the authorized agent to make the decision or an overall resolution to approve all requests. Approval will cost the County a percentage of benefits in the actuary. Her recommendation is to approve on a case by case basis. A policy could be created to have HR committee review any requests and decide the eligibility to apply. Neuhauser clarified this occurred very seldom.

Chairman Harris confirmed the consensus of the Committee was to bring forth a resolution in October to establish a policy for the Board to review requests on a case by case basis.

MOTION

MOTION BY IMIG, SECOND BY GRIMM to recommend to approve the bills as presented.

On voice vote, **MOTION CARRIED.**

Chairman Harris recessed the meeting at 3:54 p.m.

(meeting transcribed by S. Beeney)