

Transition Committee

October 30, 2013

Third Floor Jury Room

Call Meeting to Order: Lester Lewis called the meeting to order at 8:30 a.m.

Members Present: Scott Mildbrand, Charles Zenner, Marie Koerner, Larry Brandl, Patty Krug, Jess Sackmann, Linda Daniels, Tim Hansen, David Krug, Jim Metz, Dave Bizer, Lester Lewis

Members Absent: Dennis Fuchs

Other Attendees: Brian Wilson; Star News, Patrick Glynn and Charlie Carlson; Carlson Dettmann Consulting, LCC.

Approve Agenda. A motion was made by Hansen, seconded by Mildbrand, to approve the agenda with six items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Zenner, seconded by Krug, to approve the October 2 and October 7, 2013, minutes of the Transition Committee. A unanimous vote cast, the motion carried.

Employee Classification & Compensation Plan. Marie Koerner, Human Resource Manager, went through items on the resolution that will be presented to the County Board for clarification. Ms. Koerner went through the appeal and review process forms. The appeal deadline is November 15, 2013 and the review timeframe would be June 1 to June 30, beginning in the year 2015. Changes granted would take effect January 1 of the calendar year following the review unless there is an exemption due to department restructuring. No further action was taken by the committee.

Annual Employee Physical Examination. Ms. Koerner informed the committee that the incentives used to encourage employees to receive their annual physical exam were very successful in 2013 and WCA-GHT encourages employees to continue to receive their annual physical exam. Ms. Koerner is requesting approval from the committee that if employees do not receive an annual exam in the current calendar year, that the following year's premium would be an additional \$50.00 per month for single plan and an additional \$100.00 per month for the limited family and family plan. A motion was made by Mildbrand, seconded by Metz, to continue requesting employees to receive an annual exam and if they do not do so, their premiums would be increased by \$50.00 per month for the single plan and \$100.00 per month for the limited family and family plan. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Zenner, seconded by Hansen, to adjourn at 8:50 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Transition Committee

October 7, 2013

Third Floor County Board Room

Call Meeting to Order: Lester Lewis called the meeting to order at 10:59 a.m.

Members Present: Dennis Fuchs, Scott Mildbrand, Charles Zenner, Marie Koerner, Larry Brandl, Patty Krug, Jess Sackmann, Linda Daniels, Tim Hansen, David Krug, Jim Metz, Dave Bizer, Lester Lewis

Members Absent:

Other Attendees: Raymond Soper, Rae Anne Beaudry (via telephone conference call), Barb Ochs; The Horton Group

Approve Agenda. A motion was made by Mildbrand, seconded by Fuchs, to approve the agenda with seven items. A unanimous vote cast, the motion carried.

Approve Minutes. No action was taken on the October 2, 2013, Transition Committee minutes as they were not completed for approval at this time.

Employee Health Insurance. Marie Koerner, Human Resource Manager, Rae Anne Beaudry (via telephone conference call), and Barb Ochs from The Horton Group were present to inform the committee on the progress of negotiations with the WCA/GHT to come up with \$260,000.00 in savings and if that is not achieved, the difference would be made up by employee premium contributions. It was moved by Hansen, seconded by Mildbrand, to accept the new Plan Option 2 from WCA-GHT, saving \$242,892.00 in year 2014 by making plan design changes, and make it a policy that in calendar year 2015, employees will pay 5% of the premium cost of insurance, and an additional 5% of the premium cost every year after until the employee contribution reaches 20%. A roll call vote cast, eight (8) voting aye, the motion carried.

Closed Session. The committee did not go into closed session.

Adjournment. A motion was made by Metz, seconded by Fuchs, to adjourn at 11:47 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Transition Committee

October 2, 2013

Third Floor County Board Room

Call Meeting to Order: Jim Metz, agreeing to chair the meeting, called the meeting to order at 1:00 p.m.

Members Present: Dennis Fuchs, Scott Mildbrand, Charles Zenner, Marie Koerner, Larry Brandl, Patty Krug, Jess Sackmann, Linda Daniels, Tim Hansen, David Krug, Jim Metz

Members Absent: Dave Bizer, Lester Lewis

Other Attendees: Raymond Soper, Patrick Glynn and Charlie Carlson; Carlson-Dettmann Consulting, Mindy Dale; Weld, Riley, Prenn & Ricci, S.C.

Approve Agenda. A motion was made by Zenner, seconded by Mildbrand, to approve the agenda with seven items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Hansen, seconded by Mildbrand, to approve the minutes of the September 27, 2013, Transition Committee meeting. A unanimous vote cast, the motion carried.

Classification & Compensation Study. Marie Koerner, Human Resource Manager, Patrick Glynn and Charlie Carlson from Carlson-Dettmann Consulting and Mindy Dale, Labor Attorney were present to inform the committee on the progress of the Classification & Compensation Study that was completed by Carlson-Dettmann Consulting for Taylor County employees. Mr. Carlson distributed the 2014 Grade Order List with hourly wages for Taylor County. It was suggested to do a two (2) year interval when moving to Steps 7, 8, and 9 and a two (2) or three (3) year interval when moving to Steps 10 & 11. The appeal process, implementation and health insurance were also discussed.

Closed Session. A motion was made by Krug, seconded by Hansen, at 1:57 p.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(e), to discuss employee classification and compensation study related to collective bargaining agreements. The committee will continue in Closed Session pursuant to Wisconsin State Statutes, Section 19.85 (1)(e) to strategize possible negotiations with insurance carriers. A roll call vote cast, six (6) voting aye, two (2) absent (Bizer, Lewis), the motion carried.

Open Session. A motion was made by Fuchs, seconded by Krug, to go into open session at 2:30 p.m. A unanimous cast, the motion carried.

It was moved by Krug, seconded by Fuchs, to adopt the Classification and Compensation Study/Grade Order List for Taylor County, which would be effective for the Non-Represented Employees on the first full payroll in January 2014, the target date for the bargaining unit employees would be on or before April 1, 2014, and the new employees would be effective on October 31, 2013 after County Board approval. There would be a two (2) year interval moving to Steps 7, 8 and 9 and a three (3) year interval moving to Steps 10 and 11. A roll call vote cast, five (5) voting aye, one (1) no (Zenner), two (2) absent (Bizer, Lewis), the motion carried.

It was moved by Fuchs, seconded by Krug, that the green-circled employees will be brought up to the minimum step within a three (3) year period and no increase would be greater than equivalent to one step or 2.5% and the red-circled employees will stay at their current rate until the schedule catches up with their rate of pay. A roll call vote cast, five (5) voting aye, one (1) no (Zenner), two (2) absent (Bizer, Lewis), the motion carried.

Adjournment. A motion was made by Hansen, seconded by Zenner, to adjourn at 3:12 p.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Transition Committee

September 27, 2013

Third Floor County Board Room

Call Meeting to Order: Lester Lewis called the meeting to order at 9:00 a.m.

Members Present: Dave Bizer, Scott Mildbrand, Charles Zenner, Marie Koerner, Lester Lewis, Larry Brandl, Patty Krug, Jess Sackmann, Linda Daniels, Tim Hansen, David Krug, Jim Metz

Members Absent: Dennis Fuchs

Other Attendees: Raymond Soper, Rae Anne Beaudry, Barb Ochs; The Horton Group

Approve Agenda. A motion was made by Bizer, seconded by Zenner, to approve the agenda with seven items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Mildbrand, seconded by Krug, to approve the minutes of the September 16, 2013, Transition Committee meeting. A unanimous vote cast, the motion carried.

Employee Health Insurance. Rae Anne Beaudry and Barb Ochs from The Horton Group were present to inform the committee on the progress of the interviews and negotiations that were held with WCA/GHT, and WPS. Ms. Beaudry went through the Preliminary Report and Recommendations and the Taylor County Medical Cost Analysis for Fully Insured Plans Reports that were presented to the committee. The Horton Group also reached out to the Management Team of Security Health Plan to clarify that something had not been overseen in the Horton Group's original analysis regarding the Hedlund Insurance Agency. The Horton Group recommended to remain with WCA/GHT. It was moved by Mildbrand, seconded by Hansen, to stay with WCA/GHT insurance with 10% employee contributions and offer the same plans. It was then moved by Mildbrand, seconded by Hansen, to amend his motion to stay with WCA/GHT insurance with the high deductible plan only with 10% employee contributions.

Closed Session. A motion was made by Bizer, seconded by Metz, at 10:00 a.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(e), to discuss employee health insurance issues related to collective bargaining agreements. A roll call vote cast, seven (7) voting aye, one (1) absent (Fuchs), the motion carried.

Open Session. A motion was made by Zenner, seconded by Metz, to go into open session at 10:12 a.m. A unanimous cast, the motion carried.

The motion and amendment made by Mildbrand was withdrawn, the second on the motion and amendment made by Hansen was withdrawn.

It was moved by Mildbrand, seconded by Hansen, to stay with WCA/GHT insurance, the high deductible plan only, instruct The Horton Group to negotiate with the WCA/GHT to come up with \$260,000.00 in plan design changes and if that is not achieved, the difference would be made up by employee contributions. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Zenner, seconded by Hansen, to adjourn at 10:14 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Transition Committee

September 16, 2013

Third Floor County Board Room

Call Meeting to Order: Lester Lewis called the meeting to order at 10:04 a.m.

Members Present: Dave Bizer, Scott Mildbrand, Charles Zenner, Marie Koerner, Dennis Fuchs, Lester Lewis, Larry Brandl, Patty Krug, Jess Sackmann, Linda Daniels, Tim Hansen, David Krug, Jim Metz

Members Absent:

Other Attendees: Robert Lee, Raymond Soper, Rae Anne Beaudry, Barb Ochs; The Horton Group, Alex Yohnk and John Olson; Hedlund Agency, Kevin Meyers; Security Health Plan, Patrick Glynn; Carlson Dettmann Consulting

Approve Agenda. A motion was made by Mildbrand, seconded by Bizer, to approve the agenda with eight items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Krug, seconded by Fuchs, to approve the minutes of the August 23, 2013, Transition Committee meeting. A unanimous vote cast, the motion carried.

Employee Health Insurance Bids. Rae Anne Beaudry and Barb Ochs from The Horton Group were present to inform the committee on the progress of the companies that responded to the RFP's and went through the Preliminary Report and Recommendations. John Olson, Alex Yohnk from Hedlund Agency and Kevin Meyers from Security Health Plan were also present during the open meeting to talk about Hedlund Agency.

Closed Session. A motion was made by Zenner, seconded by Bizer, at 10:41 a.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(e), to strategize possible negotiations with insurance carriers. A roll call vote cast, seven (7) voting aye, the motion carried.

Open Session. A motion was made by Bizer, seconded by Fuchs, to go into open session at 11:39 a.m. A unanimous cast, the motion carried. The committee directed The Horton Group to interview and negotiate with WCA GHT and WPS and bring back recommendations to the Transition Committee. The Horton Group will interview the finalists. The committee decided they will not be participating in the interviews.

The meeting recessed until 1:02 p.m.

Update of classification and compensation study. Patrick Glynn from Carlson Dettmann, met with the committee to give them an update on the classification and compensation study for Taylor County. The position rankings were released to the committee for review and will also be forwarded to Department Heads for their review. No further action was taken on the study.

The next meetings of the Transition Committee will be September 27 and October 2, 2013.

Adjournment. A motion was made by Fuchs, seconded by Metz, to adjourn at 2:13 p.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Transition Committee

August 23, 2013

Third Floor County Board Room

Call Meeting to Order: Lester Lewis called the meeting to order at 10:00 a.m.

Members Present: Dave Bizer, Scott Mildbrand, Charles Zenner, Marie Koerner, Dennis Fuchs, Lester Lewis, Larry Brandl, Patty Krug, Jess Sackmann, Linda Daniels, Tim Hansen, David Krug, Jim Metz

Members Absent:

Other Attendees: Robert Lee, Raymond Soper, Brian Wilson; Star News

Approve Agenda. A motion was made by Hansen, seconded by Mildbrand, to approve the agenda with five items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Hansen, seconded by Mildbrand, to approve the minutes of the July 31, 2013, Transition Committee meeting. A unanimous vote cast, the motion carried.

Health Insurance. Supervisor Zenner requested to have Hedlund Insurance Agency bid the health insurance for Taylor County Employees for 2014. It was requested that Hedlund Insurance Agency must submit the bid to the Horton Group. Taylor County has to authorize Hedlund Insurance Agency to gain our insurance experience. It was moved by Mildbrand, seconded by Krug, to release our experience to any insurance agents that request the information and the agents will submit the bid to the Horton Group by the deadline of September 10, 2013 at 4:00 p.m. A roll call vote was requested by Bizer. A roll call vote cast, five (5) voting aye (Mildbrand, Hansen, Krug, Fuchs, Zenner), three (3) voting no (Bizer, Metz, Lewis), the motion carried.

Adjournment. A motion was made by Zenner, seconded by Fuchs, to adjourn at 10:18 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Transition Committee

July 31, 2013

Third Floor County Board Room

Call Meeting to Order: Lester Lewis called the meeting to order at 10:00 a.m.

Members Present: Dave Bizer, Scott Mildbrand, Charles Zenner, Marie Koerner, Dennis Fuchs, Lester Lewis, Larry Brandl, Patty Krug, Jess Sackmann

Members Absent: Linda Daniels, Tim Hansen, David Krug, Jim Metz

Other Attendees: Rae Ann Beaudry; Horton Group, Gina Miller; Star News

Approve Minutes. A motion was made by Zenner, seconded by Fuchs, to approve the minutes of the June 21, 2013, Transition Committee meeting. A unanimous vote cast, the motion carried.

Approve Agenda. A motion was made by Mildbrand, seconded by Bizer, to approve the agenda with six items. A unanimous vote cast, the motion carried.

Health Insurance and Health Care Reform Issues. Rae Anne Beaudry of the Horton Group was present to give a presentation on the Horton Group's consulting services for health insurance and health care reform issues. It was moved by Fuchs, seconded by Mildbrand, to put the 2014 health insurance out on bids and retain the Horton Group for consulting services in assisting with the bidding process, health care reform issues, and other associated items on a one-year agreement beginning August 1, 2013, for a cost of \$36,000.00 per year with the option to cancel the agreement with a 60 day notice or continue the agreement under the same terms in the agreement. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Mildbrand, seconded by Zenner, to adjourn at 10:50 a.m. A unanimous vote cast, the motion carried.

Secretary: Marie Koerner

Transition Committee

June 21, 2013

Third Floor County Board Room

Call Meeting to Order: Lester Lewis called the meeting to order at 9:30 a.m.

Members Present: Dave Bizer, Tim Hansen, Scott Mildbrand, Charles Zenner, Linda Daniels, Marie Koerner, David Krug, Dennis Fuchs, Lester Lewis, Larry Brandl, Patty Krug, Jess Sackmann

Members Absent:

Other Attendees: Jim Metz, Charlie Carlson and Patrick Glynn from Carlson Dettmann Consulting

Approve Minutes. A motion was made by Zenner, seconded by Hansen, to approve the minutes of the March 22, 2013, Transition Committee meeting. A unanimous vote cast, the motion carried.

Approve Agenda. A motion was made by Krug, seconded by Mildbrand, to approve the agenda with six items. A unanimous vote cast, the motion carried.

Review progress of classification and compensation plan project and policy questions for classification and compensation plan project. The committee met with Charlie Carlson to discuss agenda items 4 and 5. Charlie Carlson introduced Patrick Glynn who will be completing some of the work for the Taylor County classification and compensation plan project. Some of the variables discussed were external comparisons, proximity, population and health insurance. They explained how the data analysis would be completed and presented a map of counties that would be surveyed as comparables. It was discussed to include Barron County in addition to the proposed map. It was moved by Hansen, seconded by Fuchs, to approve the counties of Chippewa, Eau Claire, Dunn, Clark, Trempealeau, Jackson, Marathon, Langlade, Lincoln, Oneida, Price, Rusk, Sawyer, Ashland, and Barron as survey comparables. A unanimous vote was taken, the motion carried.

Adjournment. A motion was made by Zenner, seconded by Bizer, to adjourn at 10:32 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Transition Committee

March 22, 2013

Third Floor County Board Room

Call Meeting to Order: Lester Lewis called the meeting to order at 9:34 a.m.

Members Present: Dave Bizer, Tim Hansen, Charles Zenner, Linda Daniels, Marie Koerner, David Krug, Dennis Fuchs, Lester Lewis, Larry Brandl, Patty Krug, Jess Sackmann

Members Absent: Scott Mildbrand

Other Attendees: Jim Metz, Bruce Daniels

Approve Agenda. A motion was made by Zenner, seconded by Fuchs, to approve the agenda with five items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Metz, seconded by Hansen, to approve the minutes of the March 14, 2013, Transition Committee meeting. A unanimous vote cast, the motion carried.

Employee Salary Survey. Lester Lewis read a letter from Scott Mildbrand regarding the Employee Salary Survey. Discussion was held regarding the two previous salary studies that were within the last 20 years and the fact that the studies were not implemented. It was moved by Bizer, seconded by Krug, to approve doing the study from Carlson Dettman Consulting. A roll call vote was taken, four (4) voting yes (Fuchs, Krug, Bizer, Lewis), three (3) voting no (Hansen, Zenner, Metz), the motion carried.

Adjournment. A motion was made by Bizer, seconded by Zenner, to adjourn at 10:14 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Transition Committee

March 14, 2013

Third Floor County Board Room

Call Meeting to Order: Lester Lewis called the meeting to order at 10:35 a.m.

Members Present: Dave Bizer, Tim Hansen, Charles Zenner, Linda Daniels, Marie Koerner, David Krug, Dennis Fuchs, Lester Lewis, Larry Brandl, Patty Krug

Members Absent: Scott Mildbrand, Jess Sackmann

Other Attendees: Jim Metz, Charlie Carlson; Carlson Dettmann Consulting, LLC (by conference telephone call), Barbara Petkovsek; Carlson Dettmann Consulting, LLC

Approve Agenda. A motion was made by Metz, seconded by Zenner, to approve the agenda with five items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Zenner, seconded by Hansen, to approve the minutes of the January 31, 2013, Transition Committee meeting. A unanimous vote cast, the motion carried.

Employee Salary Survey. Marie Koerner, Human Resource Manager, introduced Barbara Petkovsek and Charlie Carlson both from Carlson Dettmann Consulting, LLC. Charlie was appearing via a telephone call. Both of them presented their resumes and discussed the approach that would be given from their firm to design a new employee salary plan. The assessment would cover 108 job classifications. No action was taken on this agenda item.

The next meeting of the Transition Committee will be March 22, 2013 at 9:30 a.m.

Adjournment. A motion was made by Metz, seconded by Bizer, to adjourn at 12:00 p.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Transition Committee

January 31, 2013

Third Floor County Board Room

Call Meeting to Order: Lester Lewis called the meeting to order at 10:14 a.m.

Members Present: Dave Bizer, Tim Hansen, Charles Zenner, Linda Daniels, Marie Koerner, David Krug, Dennis Fuchs, Scott Mildbrand, Lester Lewis, Jess Sackmann, Larry Brandl, Patty Krug

Members Absent: None

Other Attendees: Jim Metz

Approve Agenda. A motion was made by Fuchs, seconded by Zenner, to approve the agenda with five items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Mildbrand, seconded by Zenner, to approve the minutes of the November 29, 2012, Transition Committee meeting. A unanimous vote cast, the motion carried.

Highway Department Personal Days. A clarification is needed on the personal days for the Highway Department as to whether the days would be at 8 hour days or 10 hour days. It was moved by Hansen, seconded by Zenner, to clarify that personal time for all employees will be based on 24 hours per year for a 40 hour/week employee and 21 hours per week for a 35 hour/week employee and would be retroactive to January 1, 2013. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Zenner, seconded by Mildbrand, to adjourn at 10:20 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels