

PERSONNEL COMMITTEE  
March 15, 2016; 5:45 p.m.

PRESENT: Supervisors Maresh, Behnke, Vogt, Baumann and Nickels.

The meeting was called to order at 5:45 p.m. Minutes from the February 16, 2016 meeting were approved upon a motion by Baumann, seconded by Vogt and carried unanimously.

There was no public comment.

The requested waiver of the nepotism policy was discussed. The Human Services Department is seeking a waiver of the nepotism policy to allow Matthew Fure to be promoted into the newly created Clinic Manager position. When Jeff Jenswold retires Lori Fure will be promoted into the Director of the Clinical Services Division and she will be responsible for supervising Matthew, who is her brother.

This position was posted internally and Matthew is the most qualified of the internal candidates. The position was listed on the website from January 13 to March 1<sup>st</sup> and only 3 external candidates applied. None of the external candidates possessed the necessary licensure.

Policy 4.12 allows the Personnel Committee to grant waivers of the nepotism policy for positions requiring unique skills that are unavailable elsewhere and when granting the waiver is in the public interest. The Human Services Board has reviewed the request and is recommending that the Personnel Committee grant the waiver.

A motion to approve granting the waiver of the nepotism policy was made by Supervisor Baumann, seconded by Supervisor Maresh and carried 4-1, with Supervisor Vogt voting no.

The requested waiver of the job posting requirement for the newly created Children's Long Term Support /Birth to Three Program Supervisor was discussed. This position was authorized in the 2016 budget and is the restructuring of a current position, not the addition of a new position.

Nancy Randolph, Human Services Director, is requesting the waiver because she has determined which of the existing staff members to promote into the position and posting the job would not change that outcome. A motion to approve granting the waiver of the job posting requirement for the CLTS/Birth to Three Program Supervisor was made by Supervisor Maresh, seconded by Supervisor Vogt and carried unanimously.

The requested waiver of the job posting requirement for the Court Clerk was discussed. An existing employee of the Clerk of Court Office has been providing coverage for this position and is fully trained in the position. Clerk of Court Lynn Zigmunt has determined that she would like to award the position to the fully trained employee and posting the position would not change the outcome. A motion to approve granting the waiver of the job posting requirement for the Court Clerk was made by Supervisor Vogt, seconded by Supervisor Baumann and carried unanimously.

The Committee was updated on the status of the creation of a public relations program for the Foster Care Program. If specific waivers are needed on any policies they will be brought to the Personnel Committee for consideration.

The request to create 1.0 FTE Jail Nurse Position was discussed. The increase in both the complexity of medical needs and the jail population is reason why this additional position is being requested. A motion to approve advancing the resolution authorizing the creation of 1.0 Jail Nurse Position to the County Board was made by Supervisor Baumann, seconded by Supervisor Vogt and carried unanimously.

Corporation Counsel Peter Conrad updated the Committee on the status of the WPPA case.

Due to the County Board election and reorganization scheduled in April no future meeting date was established.

A motion to adjourn was made by Supervisor Maresh, seconded by Supervisor Baumann and carried unanimously. The meeting was adjourned at 6:03 p.m.

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Dave Nickels, Secretary

Date