

February 25, 2021, Special/ Personnel Committee Meeting

U-29

Thursday, February 25, 2021, at 8:00 a.m., Personnel Chairperson Mark Stauber called the meeting to order. The meeting was held in the Board of Commissioner's Room and via zoom. The Pledge of Allegiance was recited. Roll call was taken with the following members present: Chairperson Mark Stauber, Committee Members Jacob Conery and Patti Peretto.

Also present: Sheriff Mark Valesano, Maintenance Supervisor John Lortie and Clerk/Register Julie Kezerle. Also present via zoom: Administrative Assistants Mary Dalpra and Lynette Lorenz, and Equalization Director Amy Marinoff.

Moved by Peretto, supported by Conery, to approve the July 16, 2020, Personnel Meeting Minutes. Voice vote, motion carried.

Moved by Peretto, supported by Conery, to approve the agenda. Voice vote, motion carried.

Stauber called for Public Comment regarding agenda items only three times, with no comments voiced.

New Business:

There were concerns brought to Chairperson Stauber's attention with regard to maintenance issues. Stauber asked John Lortie the status of several items that were on a list he had made with Commissioner Stafford, i.e., new sidewalks, drywall, etc. Lortie stated he had gotten an estimate last year for a new sidewalk, but should get a new estimate this spring. The cost of a new sidewalk would be split 50/50 with the City of Crystal Falls and the County. Lortie said the items on the "list" were almost complete.

Peretto said there is a lack of communication with the Department Heads to see what needs to be done. She suggested that a request form, or a "ticket" system, be implemented so Lortie and his staff could address the concerns. Lortie stated that the Jail is already implementing a "ticket" system of sorts regarding the cells and it works good.

Stauber said this would be a good step forward Stauber also asked about the lighting in the courthouse and how old it was. Lortie said everyone is converting to LED's. Stauber said we could look into a rebate program and would discuss different options with Lortie.

Conery said Lortie and his staff are doing a good job with the snow removal and keeping the doorways free of ice, and it's an important job, so as to not have anyone slip and fall. He also suggested that the "ticket" system have a priority level listed.

It was then moved by Peretto, supported by Conery, to bring before the full Board the implementation of a ticket system with regard to maintenance issues. Voice vote, motion carried.

The next item on the agenda was the use of PTO to achieve a 40 hour week and then get overtime pay. Peretto said every contract is different and would like to look into this. Sheriff Valesano stated that this probably only happens in his department and dispatch. Valesano read a portion of his department's union contract. He then explained that if a deputy had an appointment and used PTO on a particular day, and then the next day worked his/her shift over and above the scheduled hours, they would get the overtime pay and would be entitled to that. He said the abuse of PTO and overtime pay does not happen in his department. Lynette Lorenz agreed that every contract is different and that dispatch's contract states they would get overtime after 40 hours worked which excludes PTO and sick time. Conery stated we would have to take a look at this case by case.

Implementation of a pay scale for appointed, non-represented officials was next on the agenda. Mary Dalpra had asked for this to be put on the agenda, but hasn't been able to communicate with all of the appointed officials at the time of this meeting. She stated she felt there are discrepancies and would like it to be fair and equitable to all employees. Conery stated it should be fair to everyone. Stauber said once more information is gathered he would be willing to look into this issue.

Moved by Conery, supported by Peretto, to adjourn the meeting. All in favor. Meeting adjourned at 8:30 a.m.

Chairperson Mark Stauber

Clerk/Register Julie Kezerle