



MINUTES

Personnel and Veterans Service

March 14, 2014
Jury Assembly Room
Lower Level, Courthouse Annex

MEMBERS PRESENT: Supervisors Ken Casper, Ken Keller, Nick Lakari, Joe Policello and Connie Seefeldt

MEMBERS EXCUSED:

OTHERS PRESENT: Deputy County Clerk BobbieJean Borkowski, Human Resources Director Jennifer Holtger, Corporation Counsel Gale Mattison, County Administrator Ellen Sorensen, HHSD Director Robin Elsner, Supervisors Holley and Just, and Peshtigo Times

1. Call to order

Chair Seefeldt called the meeting to order at 9:30 a.m.

2. Agenda

Motion (Policello/Casper) to approve agenda. Motion carried.

3. Public Comment

Supervisor Holley – Director/Psychiatrist salary
Supervisor Casper – a thank you to Supervisor Seefeldt for her leadership

4. Minutes

Motion (Lakari/Casper) to approve minutes of February 19, 2014. Motion carried.

5. HHSD Medical Director/Psychiatrist Salary

Motion (Lakari/Keller) to recommend County Board bring the HHSD Medical Director/Psychiatrist to market midpoint salary of \$187,200 with payment of 50% increase retroactive to 01/01/14 and 50% effective 01/01/15. Motion carried. Exhibit A

6. Amendment 40 to Marinette County Personnel Policies and Procedures Manual Section 1.27 (a) Vacations

Motion (Policello/Casper) to recommend County Board approve Amendment 40 – Marinette County Personnel Policies and Procedures Manual Section 1.27 Conditions of Employment (a) Vacations. Motion carried. Exhibit B

7. Amendment 41 to Marinette County Personnel Policies and Procedures Manual Section 1.12 (j) Employment/Hiring

No action taken.

8. Human Resources Director's Report

Exhibit C

9. Administrator's Report

- The posting for the Facilities/Maintenance Director has closed. Applications for interview have been reviewed. Five candidates will be contacted for interviewing on March 28, 2014. Ray Palonen and Mike Behnke along with the Administrator.
- The posting for the Child Support Director will close next week. Interviews are expected to occur either the first or second week of April.
- The performance evaluations for employees are complete and the HR director will begin training department heads this month.

10. Schedule of Invoices

Committee reviewed February Schedule of Invoices totaling \$3,282.60

11. Future Agenda Items

Follow up on the LEAN

12. Adjournment

Motion (Keller/Lakari) to adjourn at 11:10 a.m. Motion carried.

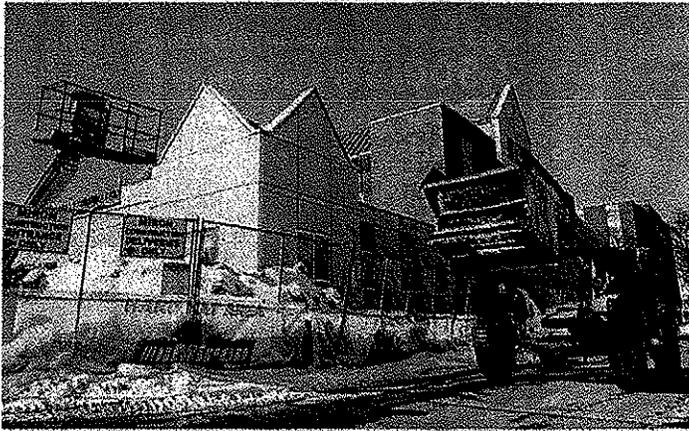
Next meeting date: April 4, 2014 at 9:30 a.m.

BobbieJean Borkowski
Deputy County Clerk

Date approved/corrected:

Medical Director / Psychiatrist Comparables				
Current Salary		Revenue Generated	Contract Revenue Generated	High Cost Savings 2013
\$ 166,982.00	<i>1% increase 2013</i>	\$ 80,000.00	\$ 34,000.00	\$ 209,370.00

Medical College will tackle psychiatrist shortage



Construction continues on St. Norbert College's Gehl-Mulva Science Center, which will also house the Medical College of Wisconsin's Green Bay area campus. The Medical College is slated to admit its first students in July 2015. KYLE BURSAW/PRESS-GAZETTE MEDIA

School hopes to start Green Bay residency program

By Adam Rodewald
Press-Gazette Media

The Medical College of Wisconsin has secured about half the funding needed to start a new residency program for training psychiatrists in Green Bay as early as 2016.

The program, which is a key component of the college's plans to start reversing a severe shortage of mental health professionals, would start a year after opening its new \$11

million campus at St. Norbert College in De Pere.

Wisconsin would need to hire at least 262 more psychiatrists to eliminate the shortage, according to a 2012 report from the state Department of Health Services.

There are 16 counties, including Menominee and Forest counties, that have no psychiatrists within their borders, according to the report.

"It is critical that we have a residency in that part of the state because of the shortage of psychiatrists already, which will be even greater in the future (as people retire).

» See **SHORTAGE, A9**

FROM PAGE 1



Shortage

» From Page A1

We want the residents to stay there," said Jon Lehrmann, chairman of the department of psychiatry and behavioral medicine at the Medical College.

The college will need the help of multiple mental health and medical providers in the region to fund the residency program and provide enough resources to meet the requirements for accreditation, Lehrmann said.

So far the U.S. Department of Veterans Affairs has signed on and will fund ongoing residencies for seven psychiatrists, two psychologists and a pharmacist.

The department's commitment is significant because one residency costs about \$80,000 per year, said Lehrmann, who is also associate chief of staff for mental health at the Veter-

ans Affairs office in Milwaukee.

When it's fully funded, the residency program will admit 16 psychiatrists-in-training at a time and graduate four individuals every year, said Carlyle Chan, professor of psychiatry and behavioral medicine at the Medical College.

The Medical College currently offers 32 residencies only in Milwaukee. That program graduates eight new psychiatrists every year.

The college is also exploring the possibility of creating a third residency program in Wausau, Chan said.

Residencies are a key part of the college's plans to address the shortage of mental health workers because research shows two-thirds of doctors remain in the same region as their residency, Chan said.

"You set up roots and it's easy for people to just

stay there. So our goal is to create rural residencies so we'll have more opportunities for psychiatrists to remain in those rural areas," he said.

The program still has several hurdles to jump before it's up and running.

The college needs to find more funding and training partners and then get the program approved by the Accreditation Council for Graduate Medical Education.

The Veteran Affairs department is the only partner so far, but the college is also in a tentative agreement with the Winnebago Mental Health Institute and Wisconsin Resource Center, Lehrmann said. The college is also speaking with various private and nonprofit medical providers in the Fox River Valley region about potential partnerships.

— arodewal@pressgazette media.com or follow him on Twitter @AdamGRodewald



**AMENDMENT 40
MARINETTE COUNTY
PERSONNEL POLICIES AND PROCEDURES MANUAL
SECTION 1.27 EXCUSED ABSENCES**

The Policies & Procedures manual shall be amended to read as follows:

1.27 Excused Absences

(a) Vacations. Amendment 25, Adopted 12/20/2011

(1) Employee vacation shall be computed on a calendar year basis. Vacation eligibility shall be determined based upon the length of continuous service of each employee as of the employee's most recent hiring date as adjusted for unpaid leaves in excess of fourteen (14) days. Employees shall earn vacation on an accrual basis and be entitled to paid vacation leave as follows:

Salaried/Management

Ten (10) days	_____	Date of Hire through 5 th year
Fifteen (15) days	_____	6 th year through 10 th year
Twenty (20) days	_____	11 th year through 13 th year
Twenty five (25) days	_____	14 th year through 18 th year
Thirty (30) days	_____	19 th year Plus

Salaried/Management

35 Hour Employees		40 Hour Employees	
70 hours	0 through 5th year	80 hours	0 through 5th year
105 Hours	6th through 10th year	120 hours	6th through 10th year
140 Hours	11th through 13th year	160 hours	11th through 13th year
175 Hours	14th through 18th year	200 hours	14th through 18th year
210 Hours	19 Plus years	240 hours	19 Plus years

12/31/2011 Expired AFSCME Courthouse Contract

7 Hour Employees		8 or 12 Hour Employees	
35 hours	0 through 1st year	40 hours	0 through 1st year
70 hours	2nd through 6th year	80 hours	2nd through 6th year
105 hours	7th through 11th year	120 hours	7th through 11th year
140 hours	12th through 14th year	160 hours	12th through 14th year
175 hours	15th through 19th year	200 hours	15th through 19th year
210 hours	20 Plus years	240 hours	20 Plus years

12-31-2011 Expired AFSCME Professional Contract

35 Hour Employees		40 Hour Employees	
35 hours	0 through 1st year	40 hours	0 through 1st year
70 hours	2nd through 5th year	80 hours	2nd through 5th year
105 hours	6th through 10th year	120 hours	6th through 10th year
140 hours	11th through 13th year	160 hours	11th through 13th year
175 hours	14th through 18th year	200 hours	14th through 18th year
210 hours	19 Plus years	240 hours	19 Plus years

12-31-2011 Expired AFSCME Library Contract

36.5 hours	0 through 1st year
73 hours	2nd through 6th year
109.5 hours	7th through 11th year
146 hours	12th through 14th year
182.5 hours	15th through 19th year

219 hours 20 Plus years

12/31/2012 Expired IUOE Highway Contract

40 hours	0 through 1 st Year
80 hours	2 nd through 6 th Year
120 hours	7 th through 11 th Year
160 hours	12 th through 14 th Year
200 hours	15 th through 19 th Year
240 hours	20 Plus Years

- ...
- (10) In addition to earned vacation, ~~non-represented~~ exempt employees receive one (1) additional week of vacation in lieu of compensatory time.
- ...

(b) **General Holidays.**

- (1) Employees must be in a paid status the scheduled workday before a holiday and the scheduled workday after a holiday to be eligible to receive holiday pay. In paid status includes, compensatory time, vacation, sick leave, personal days and worker's compensation pay.
- (2) Marinette County shall observe the following as holidays:
- a. New Year's Day
 - b. Friday afternoon before Easter Sunday
 - c. Memorial Day
 - d. Independence Day
 - e. Labor Day
 - f. Thanksgiving Day
 - g. Friday following Thanksgiving Day
 - 1. Library employees shall receive one floating holiday in lieu of the Friday following Thanksgiving Day.
 - h. Christmas Eve Day
 - i. Christmas Day
 - j. New Year's Eve afternoon
 - 1. ~~Non-represented~~ Highway department employees, ~~excluding Commissioner~~, shall receive a full holiday on the Friday before Easter Sunday in lieu of New Year's Eve afternoon.
- (3) If a designated holiday falls on a Sunday, the following Monday shall be deemed the holiday. When the holiday falls on a Saturday, the Friday immediately preceding the Saturday shall be deemed the holiday. In special circumstances, Human Resources may designate alternate days. If a holiday falls during an employee's vacation, the employee shall be paid for the holiday and the employee's vacation bank shall not be debited for that day.
- (4) Employees shall not be entitled to pay for holidays that occur during an unpaid leave of absence.
- (5) In lieu of the holidays listed in 1.27(b)(2), all non-represented sheriff department employees shall receive nine (9) days of leave, to be designated and used as vacation. Holidays shall be converted to vacation at eight (8) hours per day.

Approved by Personnel Committee:

Approved by County Board:



HUMAN RESOURCES DEPARTMENT

Personnel Agenda Report

Personnel Committee Date: **March 14, 2014**

WORKER'S COMPENSATION

Description of Injury	Report Type
Fell on left shoulder	Report Only
Bump on top of head	Report Only
Communicable Disease Exposure	Report Only

Total Number of Claims this Month: 3 0 - Medical, 3 - Report Only, 0 - Lost Time
 YTD Lost Time: 0
 Pending YTD Lost Time: 0
 Updates/Additional Comments:

DEPARTMENT OF SAFETY & PROFESSIONAL SERVICES

Monthly Trainings

March Defensive Driving

EXITING EMPLOYMENT

Resignations	1
Retirements	2
Layoffs	---
Dismissals	---

NEW HIRES

Date of Hire	Job Title	Department
02/24/2014	Tourism Coordinator	(Administration)
03/03/2014	Assistant Communications Director	Communications/Dispatch
03/10/2014	Custodian LTE	Maintenance
03/17/2014	Corrections Officer – 40 Hour Fill	Sheriff
03/24/2014	Equipment Operator I	Highway
03/31/2014	Receptionist – Job Center	Health & Human Services

POSTINGS

Date Closed	Job Title	Department
03/05/2014	Facilities Director	Maintenance
03/12/2014	Accounting Clerk (3)	Finance
03/12/2014	Child Support Director	Child Support
03/13/2014	Dispatcher – 50%	Dispatch
03/13/2014	TAD Coordinator	Health & Human Services
03/14/2014	AODA Counselor	Health & Human Services
03/12/2014	Bridgetender	Highway
03/21/2014	Receptionist – Clinic Division	Health & Human Services

JOB DESCRIPTIONS
