

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

HR COMMITTEE MEMBERS PRESENT: Marsik, Greshay, Hilbert, Sheahan-Malloy and Schmidt

MEMBER EXCUSED: None

Minutes of the regular meeting of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Tuesday, February 19, 2019 at 9:30 a.m. in meeting room 4C located on the fourth floor of the Administration Building.

ALSO PRESENT: Sarah Hinze, Human Resources Director; Tonia Mindemann, Assistant Human Resources Director; Megan Firari, Human Resources Specialist; Rebecca Bell, Human Services and Health Director

Meeting called to order by Marsik at 9:30 a.m.

Roll call was taken. All members present.

No non-Committee Member County Board Supervisors were present.

Marsik asked if anyone present had any public comments. None

Motion by Greshay to approve the regular session minutes of the January 22, 2019 and February 5, 2019 meetings of the Human Resources and Labor Negotiations Committee. Second by Sheahan-Malloy. Motion carried by unanimous vote.

Hinze presented a request for additional sick leave donations for a Human Services & Health employee who has an approved leave for a spouse with a serious health condition. Hinze explained that there is supporting medical documentation and that the employee has used all available time off.

Motion by Greshay to approve the request for sick leave donations under the current guidelines and by doing so does not establish a practice or precedent. Second by Schmidt. Motion carried by unanimous vote.

The Committee reviewed the Personnel Requisitions. Mielke recommended approval of these requests.

One (1) Economic Support Specialist – Overpayment/Fraud Specialist	Human Services
One (1) Land and Water Conservation Intern	L&WC

Motion by Schmidt to approve the Personnel Requisitions as presented. Second by Greshay. Motion carried by unanimous vote.

Hinze notified the Committee that the request to carryover 2018 funds for the same purpose was denied by the Finance Committee who indicated that the request would require a resolution to the County Board as a carryover of 2018 funds for a different purpose. Hinze requested consideration to approve a resolution to carry over funds from budget year 2018 to budget year 2019.

Motion by Greshay to approve the resolution to carry over funds from budget year 2018 to budget year 2019 for a different purpose in the Human Resources Department. Second by Hilbert. Motion carried by unanimous vote.

Hinze stated that the agenda item regarding shift differentials for Clearview will be tabled until the next Committee meeting as Clearview will share a PowerPoint presentation at that meeting.

Hinze provided an update regarding discussion with the Sheriff's Office and Physical Facilities concerning shift differential. Hinze explained how shift differential is applied in each department. Hinze stated that the departments are very receptive to a uniform shift differential policy. Hinze requested consideration to incorporate any changes at budget time so a fiscal analysis can be completed and Kronos can be configured for implementation in the new budget year. It was the consensus of the Committee to draft a policy for a future meeting.

Hinze provided information only regarding Wisconsin Legislature Assembly Bill 5 regarding Correctional Officer protective status under the Wisconsin Retirement System. Hinze noted that Representative Mark Born will be at the next Executive Committee meeting and specific questions can be asked of him at this meeting.

Mindemann presented an unpaid General Leave of Absence for consideration for an employee in the Human Services and Health Department for February 11, 2019 –February 13, 2019 to care for a child. Mindemann verified that Human Resources has supporting medical documentation.

Motion by Sheahan-Malloy to approve the General Leave of Absence as presented and by doing so does not establish a practice or precedent. Second by Greshay. Motion carried by unanimous vote.

Mindemann presented a request for an intermittent general leave for 03/03/2019 – 09/02/2019 for an employee with the Human Services and Health for a relationship that does not qualify for State or Federal Family and Medical Leave (FMLA) with a request to use sick time. Mindemann verified receipt of proper medical certification.

Motion by Greshay to approve the intermittent general leave of absence with approval to use sick time and by doing so does not establish a practice or precedent. Second by Hilbert. Motion carried by unanimous vote.

The Committee reviewed the Orientation Period Reports as presented.

The Committee reviewed the Salary, Wage, and Status changes as presented.

STEP INCREASE – UNION – None. NEW HIRE – UNION – None. RECLASSIFICATION – UNION – None. APPOINTED OFFICIAL - Thomas H. Stebbins, Drainage Board, County Board, \$50.00 / meeting, CB01, ST N/A, 01/16/2019. NEW HIRE – Emily Worth, Psychiatric Therapist II CSP & CCS, Human Services, 29.35, DC09, ST 01, 02/07/2019. LIMITED TERM/SEASONAL NEW HIRE – None. LIMITED TERM/SEASONAL RE-HIRE - None. REHIRE – Scott G. Smith, Transport Officer Occasional, Sheriff, \$19.00, MSC37, ST01, 02/14/2019. RECLASSIFICATION – Sara A. Hermann, Social Worker I Community Services, Human Services, \$22.89, DC06, ST01, 02/14/2019; Tracy L. Sobstad, Social Worker II CPS Prevention, Human Services, \$28.03, DC07, ST Merit, 02/14/2019; Danielle K. Wickersham, RN Public Health, Human Services, \$28.67, DC08, ST03 – F.T. to P.T. 20+, 04/04/2019; Melissa M. Zarczynski, Sr. Social Worker Youth Justice Serv. Preven. Human Services, \$31.94, DC08, ST Merit, 02/14/2019; Richard L. Leistekow, Survey and Mapping Specialist II, LR&P, \$25.73, DC07, ST02, 01/29/2019. STEP INCREASE-None

HR Director's Report:

- a) Summary of Employee Resignations/Retirements: Hinze and Firari presented a summary of recent employee resignations and terminations.
- b) Hinze stated that a formal grievance was received for an employee of Human Services and Health regarding a termination that is currently at Step 2.
- c) Hinze stated that the Wisconsin Employment Relations Committee (WERC) will be conducting the election by mail beginning February 21, 2019 with the counting of ballots on Wednesday, March 13, 2019 at 1:30 p.m.
- d) Hinze distributed a copy of Policy #305 - Ethics to the Committee as information only. Hinze stated that she will include the policy as a future agenda item, if requested by the Committee.

Future Agenda Items: Exempt Flex time, Human Services Driver Pool, Recruitment, Unfunded positions, Uniform Shift Differential Policy.

It was the consensus of the Committee to schedule the next meetings of the Human Resources and Labor Negotiations Committee as follows: **Tuesday, March 5, 2019 at 10:00 a.m.** which will be held in rooms 1I&H of the Administration Building **and Tuesday, March 19, 2019 at 9:30 a.m.** which will be held in room 4C of the Administration Building.

Meeting adjourned by order of the Chairperson at 10:32 a.m.

Richard Greshay, Secretary

Joseph Marsik, Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.

FEBRUARY 2019 STEP INCREASES

Printed: February 28, 2019

Emp					New	New Pay	Effect
No.	First Name	Last Name	Position Code	Location	Step	Rate	Date
10804	Romana	Trotta	CVActThrAideRe	4538 Recreation/Acti	5	\$ 16.59	01/12/19
46578	Lisa	Hildebrandt	CVHshdAsst3CBH	4525 Behavioral Heal	4	\$ 17.79	01/15/19
20232	Mary	Stuebe	CVHshdAsst2Nur	4520 MCHA-Marsh Coun	5	\$ 18.00	01/15/19
27804	Rita	Olbinski	CVHshdAsst3NH	4520 MCHA-Marsh Coun	5	\$ 18.45	01/15/19
23439	Denise	Prosser	CVHshdAsst3NH	4520 MCHA-Marsh Coun	5	\$ 18.45	01/15/19
47922	Elaine	Brye-Groeschl	CVHshdAsst2Nur	4520 MCHA-Marsh Coun	4	\$ 15.46	01/21/19
41283	Gina	Steinke	CTJudAsst2	301 Circuit Court	5	\$ 21.39	01/24/19
25698	Wallace	Fett	HWForemanEast	3111 Highway Adminis	5	\$ 28.80	02/01/19
10447	Anthony	Brugger	SOJailAdmin	2061 Jail	5	\$ 41.04	02/01/19
10494	Pennylyn	Minnig	HSSW3JvCtOngo	5006 Social Service	5	\$ 33.44	02/03/19
23009	Michele	Reinwald	SOCorrOff	2061 Jail	5	\$ 26.97	02/05/19
23010	Stacy	Ronge	SOCorrOff	2061 Jail	Max	\$ 26.98	02/05/19
10338	Bernadette	Mueller	CSDir	5101 Child Support	5	\$ 38.65	02/05/19
11013	Korey	Kasten	CVHshdAsst3IID	4521 MCHA-IID	5	\$ 18.91	02/06/19
25703	Shawn	Hundt	HWEquipOpEast	3111 Highway Adminis	5	\$ 24.17	02/07/19
10322	Barbara	Cross	HSSW3CPSOngoin	5002 Children & Fami	5	\$ 32.70	02/07/19
46446	Gail	Dishneau	CVIndLivAsstNV	4524 Northview Heigh	2	\$ 16.90	02/08/19
10564	Erin	Bussian	HSSW3LTSAPS	5036 Long-Term Suppo	5	\$ 32.70	02/08/19
16275	Rhonda	Hundt	HSSW3JvCtIntak	5006 Social Service	5	\$ 33.44	02/08/19
38426	Rebecca	Merryfield	CVHshdAsst3CBI	4528 Clearview Brain	2	\$ 16.90	02/09/19
49095	Brian	Frye	CVTeamLdrIID	4521 MCHA-IID	3	\$ 26.40	02/09/19
25837	Lisa	Grycowski	HSCPSOngoing	5002 Children & Fami	4	\$ 34.04	02/09/19
26115	Amanda	Shananaquet	CVHshdAsst3CBI	4528 Clearview Brain	5	\$ 18.45	02/10/19
10344	Dawn	Bjork	DAMisDomAb	1601 District Attorn	5	\$ 21.42	02/10/19
10401	James	Wiersma	HSSW3FostCare	5002 Children & Fami	5	\$ 33.81	02/10/19
50205	Robert	Griesel	HSDemCarSpec1	5035 Resource Center	2	\$ 23.51	02/12/19
43467	Shawn	Boeder	HWEquipOpEast	3111 Highway Adminis	5	\$ 25.79	02/13/19
50041	Karliesha	Eberhardy	CVHsAst3IIDAR	4521 MCHA-IID	2	\$ 16.90	02/14/19
50045	Jennifer	Schwartz	CVIndLivAsstNV	4524 Northview Heigh	2	\$ 16.90	02/14/19
47955	Emily	Kotecki	HSPsychThr2Out	4840 CD-Outpatient S	4	\$ 31.73	02/16/19
33780	Bradley	Knoll	SOJailSup	2061 Jail	5	\$ 30.50	02/17/19
50213	Alexandra	Spaude	CVHshdAsst2Nur	4520 MCHA-Marsh Coun	2	\$ 14.69	02/19/19
50220	Michelle	Klettke	CVHshdAsst2Nur	4520 MCHA-Marsh Coun	2	\$ 14.69	02/19/19
50042	Kathryn	Kiser	SOCCommOff	2056 Radio Communica	5	\$ 22.99	02/20/19
43530	Joseph	Lechner	HWPatSuperEast	3111 Highway Adminis	5	\$ 37.74	02/20/19
49274	Keith	Christian	HWUtilTrkDrEas	3111 Highway Adminis	5	\$ 20.87	02/22/19
45012	Nathaniel	Hein	SOCorrOff	2061 Jail	5	\$ 23.28	02/22/19
17419	Susan	Whiting	CSAcctClk3	5101 Child Support	5	\$ 22.00	02/23/19
44653	Kevin	Nakielski	ITDataAdmin	1801 Information Tec	5	\$ 38.00	02/24/19
25836	Linda	Neitzel	CSSpecInt2	5101 Child Support	5	\$ 23.22	02/27/19
34167	Bruce	Wolff	HWCountyPatEas	3111 Highway Adminis	Max	\$ 24.19	02/27/19
50043	Kimberly	Nass	COCorpCoun	1701 Corporation Cou	5	\$ 54.11	02/27/19
28752	Brian	Loos	SOLieutPatr	2021 Traffic Patrol	5	\$ 38.47	02/28/19



February 17, 2019

MEMORANDUM

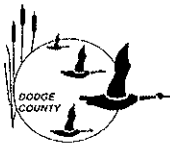
TO: Sarah Hinze, Human Resources Director

FR: Patrick Glynn

RE: Job Classification for CBRF Assistant

The County requested we evaluate the job documentation provided for the newly created classification of CBRF Assistant. This is an entry-level classification at your Clearview facility, intended to "bridge the gap" of a new employee lacking the nursing assistant certification until such time that they are properly licensed. The duties are more limited in nature, and it is expected that an employee in this classification obtain nursing assistant certification within 12 months of hire. My evaluation of the responsibilities, as described, would allocate the position to Grade 2 of the County plan.

Please let me know if you any questions.



DODGE COUNTY PERSONNEL POLICIES AND PROCEDURES

	Approval Date:
Policy Title: IRS BACKGROUND INVESTIGATION POLICY (Dodge County Child Support Agency)	Effective Date:
	Revision Date(s):

Introduction

Dodge County committed to protecting its information including Federal Tax Information (FTI). IRS Publication 1075 requires that the Agency establish a written policy that ensures compliance with IRS standards for persons having access to FTI.

Purpose

The purpose of this policy is to define and establish procedural guidelines, background check requirements, timeframes and suitability standards for individuals within the Dodge County Child Support Agency in identified positions with access to FTI. The Agency will make this policy, procedure and sample of completed background investigations available for inspection during an on-site safeguard review.

Applicability

This policy applies to all current employees, applicants for employment, vendors, volunteers, work-study students, contractors and sub-contractors (“individuals”) who are or may be authorized by the Agency to access FTI as part of their job duties. Appendix A attached hereto identifies the Job Titles for those Agency employees to which this Policy applies.

Definitions

Background Check means all necessary checks required in order to have access to FTI. IRS Pub 1075 requires that checks must include, at a minimum, fingerprint checks (as permitted by the FBI), local law enforcement checks, and citizenship verification.

Background Check Coordinator means the Dodge County Human Resources Department.

Citizenship Requirement Check means to validate an individual’s eligibility to legally work in the United States. Utilizes Form I-9. (e.g., a United States citizen or foreign citizen with the necessary authorization).

Child Support Agency (CSA) means the Dodge County Child Support Agency.

Federal Tax Information (FTI) consists of tax returns or tax return information, or both tax returns and tax return information. FTI is any return or return information received from the IRS or an IRS secondary source, such as the Social Security Administration, Federal Office of Child Support Enforcement, Bureau of Fiscal Services, or the Center of Medicare and Medicaid Services. FTI is also shared under agreements allowed by statute or regulations.

FieldPrint means the Federal Bureau of Investigations and Wisconsin Department of Justice authorized vendor for fingerprinting.

FBI Fingerprinting (FD-258) means review of FBI fingerprint results conducted to identify possible suitability issues. A check of federal and state criminal records conducted by the FBI through an agreement with the Wisconsin Department of Justice, when authorized by federal and state law.

Identified Position are all positions that have or may have access to FTI. A list of all “FTI covered positions” within the Agency is provided in Appendix A to this Policy.

IRS Publication 1075 is a publication issued by the Internal Revenue Service that gives detail requirements for governmental agencies and their employees that have access to FTI. This publication provides guidance to ensure the policies, practices, controls, and safeguards employed by recipient agencies, agents, or contractors (including subcontractors) adequately protect the confidentiality of FTI.

Local Law Enforcement Check means a check of local law enforcement agencies where the subject has lived, worked, and/or attended school within the last 5 years, and if applicable, of the appropriate Agency for any identified arrests. This will assist agencies in identifying trends of misbehavior that may not rise to the criteria for reporting to the FBI database but is a good source of information regarding an applicant.

Suitability Standards means the criteria for determining an individual’s suitability to have access to FTI.

General Provisions

Background check requirements are conducted in conjunction with the Wisconsin Department of Justice, applicable law enforcement agencies and Wisconsin Circuit Court Access (CCAP). The Dodge County Child Support Agency and the Dodge County Human Resources Department shall work collaboratively to ensure that all requirements of this Policy have been completed before an individual is allowed access to FTI. This requirement must be noted in the employee’s Position Description Form and applicable recruitment announcements (see the Recruitment Section). The individual will not be allowed access to FTI until the individual passes all required background checks with a favorable rating under the Agency’s Suitability Standards below. All background checks must include 1) Federal Bureau of Investigation Fingerprinting (FieldPrint); 2) Citizenship Requirement Check; and 3) Local Law Enforcement Check.

A. Implementation Timeline

1. **Currently Employed Individuals.** Background Check Coordinator shall conduct background checks on current Agency employees whose job title is listed on Appendix A on or before September 30, 2019.
2. **Candidates for Employment.** This policy applies to all candidates for Agency employment at the time of a conditional offer.
3. **Other Individuals.** This policy applies to other individuals prior to allowing access to FTI.

B. Suitability Standards

1. Suitability Standards are set forth below and include a background check by obtaining information from the FBI and local law enforcement agencies, confirmation of citizenship, review of CCAP and any other criteria the Agency determines is applicable, as stated in this policy.
2. A criminal record will not automatically disqualify an individual from employment consideration or from access to FTI. The Agency will consider various factors in evaluating whether a conviction disclosed by an applicant warrants revoking a conditional offer of employment.

C. Reinvestigation Check Requirements

IRS Pub 1075 requires that a reinvestigation of employees must be conducted within 10 years from the date of the previous background investigation for each individual having access to FTI. Re-investigations shall encompass the full 10 year period.

D. Recruitment

When the Agency announces openings for any covered position that requires a criminal background check by operation of state or federal law, the announcement shall state the following:

Prior to hire, a background check including criminal record history will be conducted. Information from the background check will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the position.

E. Retention of Background Check Results

The Agency will retain and store background check authorization forms, result notifications and information according to the Dodge County Record Retention/Destruction Schedule set forth in Chapter 1 of the Dodge County Code of Ordinances or for ten (10) years, whichever period is greater.

F. Confidentiality of Records

Except as otherwise required or expressly permitted by state or federal law, information gathered pursuant to this policy including criminal history obtained by the Agency shall be confidential and shall not be disclosed unless required by federal or state law or court order. Any unauthorized disclosure (intentional or unintentional) shall be reported to the Dodge County Human Resources Department immediately. Persons who release or use this information without proper authorization may be subject to disciplinary action up to and including dismissal. Disclosures that violate criminal laws may also be referred to prosecuting authorities. The Human Resources Department shall be the repository for all information gathered pursuant to this policy and shall maintain such documentation in a separate, confidential file in a secured, locked file cabinet, not the individual's personnel file.

G. Providing Background Check Results to Subject Individual

1. The Background Check Coordinator, if requested, may provide all information required by law about the results of the individual's background check. In accordance with the Fair Credit Reporting Act, an employer shall provide an individual against whom the employer intends to take adverse action with a copy of the report.
2. The Background Check Coordinator shall provide an individual for whom a background check has been conducted with timely information about the avenues for challenging or appealing the background check results that may preclude that individual from accessing FTI.

Procedure

- A. Obtain Federal Bureau of Investigations (FBI) and Wisconsin Department of Justice (DOJ) background check information by submitting individual's fingerprints to DOJ and FBI via FieldPrint and conduct Suitability Determination.

Conduct a determination based on the Suitability Standards defined herein.

Consideration should be given to the Wisconsin Fair Employment Act (Wisconsin §111.31) which does not allow discrimination based on arrests, convictions, or pending charges unless a substantial relationship exists between a conviction, pending charge, and the duties of the job. As outlined below, CSAs should consider a multitude of factors when assessing returned results. A subject shall be determined suitable to have FTI access if all of the following inquiries are favorably adjudicated by the Background Check Coordinator:

1. A subject's FBI criminal background check will be favorably adjudicated if the subject has no criminal history substantially related to the position for which they are being considered, as determined pursuant to Wis. Stat. § 111.335.

2. A subject may not be discriminated against on the basis of a pending charge and/or conviction record unless there is a substantial relationship between the circumstances of the pending charge and/or conviction and the duties and responsibilities that the position requires. If the background check reveals a pending charge and/or conviction, conduct the substantial relationship test to assess whether the subject's tendencies and inclinations to behave in a certain way within a particular context are likely to reappear later in a related context, based on the traits revealed in the test. Consider the following factors:

- a. The Position:

1. The nature and scope of public or client contact required by the position. The nature and scope of the position's discretionary authority and degree of independence in judgment relating to decisions or actions that affect the public or clients.
2. The extent to which acceptable job performance requires public or client trust or confidence.
3. The amount and type of supervision received in the position.
4. The amount and type of supervision provided by the position to subordinate staff, if any.
5. The sensitive nature of the data or records maintained.
6. Whether the position includes fiduciary responsibilities.
7. Whether the position is one that the Legislature has determined that certain offense(s) bar the subject from employment.
8. The nature and scope of the position, including key access to facilities, access to cash, or access to vulnerable populations.

- b. The Offense:

1. Whether intent is an element of the offense.
2. Whether the elements of the offense are substantially related to the job duties.
3. Whether the circumstances of the pending charge or conviction arose out of an employment situation.
4. Whether the offense is one that under Federal or State law is a bar to employment for the specific job.
5. The elements of the offense.

- c. The Person:

1. Consider the recency of the offense.
2. Whether there are patterns or reoccurrences of offense(s).
3. Whether the person completed a rehabilitation program.

4. The seriousness and nature of the violation in relation to the duties and responsibilities of the position.

- B. Check with local law enforcement agencies for any identified arrests or convictions.
1. For subjects who have lived, worked, or attended school **only** in Wisconsin for the past five years, information obtained through the WI-DOJ criminal background check will be considered, along with information obtained from the FBI background check and any supplemental information obtained by the Background Check Coordinator and/or Human Resource representative in determining whether there is a substantial relationship between the circumstances of a pending charge and/or conviction and the duties and responsibilities of the position.
 2. For subjects who have lived, worked or attended school in states **other than** Wisconsin during the past five years, the Background Check Coordinator and/or Human Resource representative must check with local law enforcement agencies that are the equivalent of DOJ, in each state where the candidate has lived, worked or attended school or obtain that information from a third party vendor. Information obtained about arrests with pending charges or convictions in other states will be considered along with information obtained from the FBI background check and any supplemental information obtained by the Background Check Coordinator and/or Human Resource Personnel in determining whether there is a substantial relationship between the circumstances of a pending charge and/or conviction and the duties and responsibilities of the position.
 3. Only information about arrests related to currently pending charges and/or convictions may be considered.
 4. **See Suitability Determination and Substantial Relationship Test above.** Utilize criteria above if arrests or convictions are revealed.
- C. Determine eligibility to work in the United States.
- a. For new hires only, validate the individual's eligibility to legally work in the United States by:
 - i. Completion of USCIS Form I-9
 - ii. Within three (3) days of completion of Form I-9, process the individual through E-Verify.

- b. For new contractors, subcontractors, vendors, the contracting Agency shall provide documentation validating its employees' eligibility to legally work in the United States.

Authority and References

- 26 U.S. Code §6103
- 2017 Wisconsin Act 154
- DCL-15-10 Dear Colleague Letter dated July 9, 2015
<https://www.acf.hhs.gov/css/resource/irs-background-investigation-requirements>
- Executive Order 16-05, Building safe and strong communities through successful reentry.
http://www.governor.wa.gov/sites/default/files/exe_order/eo_16-05.pdf
- IRS Publication 1075, September 2016 Revision.
<https://www.irs.gov/pub/irs-pdf/p1075.pdf>
- U.S. Equal Employment Opportunity Commission.
https://www.eeoc.gov/eeoc/publications/background_checks_employers.cfm

Appendix A: Covered Positions for FTI

Child Support Director	1
Child Support Attorney	1
Child Support Lead Worker	1
Child Support Specialist Initiation II	1
Child Support Assistant Attorney	1
Child Support Specialist Enforcement I and II	4



HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

March 5, 2019

PERSONNEL REQUISITION REQUESTS

One (1) Shop Foreman	Highway
One (1) Economic Support Specialist	Human Services
One (1) GIS Intern	LR&P
One (1) Patrol Sergeant	Sheriff

LEAVE OF ABSENCE REQUESTS FOR COMMITTEE APPROVAL

None.

PERSONNEL CHANGES:

NEW HIRE – UNION

Jeremy McCarty	Deputy Sheriff Patrol	Sheriff
\$29.33	SSU04, ST01	02/21/2019

RE-HIRE – UNION

None.

RECLASSIFICATION – UNION

None.

STEP INCREASE – UNION

None.

ANNUAL WAGE INCREASE

None.

APPOINTED OFFICIAL

Jody R. Langfeldt	Commission on Aging and Disability	County Board
\$50.00/meeting	CB01, ST N/A	02/19/2019

NEW HIRE

Gregory P. Maier	Transportation Driver	Human Services
\$12.65	MSC17, ST01	02/15/2019

Laura N. Prater	Transportation Coordinator	Human Services
\$16.46	DC03, ST01	02/25/2019

Justin T. Reynolds	I.T. Director	I.T.
\$47.92(+/- \$0.00)	DC15 (revised), ST 03	01/21/2019

Arthur W. Tessmann	Transport Officer Occasional	Sheriff
\$19.00	MSC37, ST01	02/20/2019

LIMITED TERM/SEASONAL NEW HIRE

None.

LIMITED TERM/SEASONAL RE-HIRE

None.

RE-HIRE

None.

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE – March 5, 2019

RECLASSIFICATION

Emma D. Borck \$22.89 (+\$2.14)	Economic Support Specialist Lead DC06, ST01	Human Services 02/28/2019
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Megan M. Terbeest \$25.05 (+\$1.54)	Social Worker II CPS Ongoing DC07, ST01	Human Services 02/06/2019
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ORIENTATION PERIOD REPORTS

Kevin Rohde	First Report	Highway
Todd Busse	Second Report	Highway
Norine Chouinard	Second Report	Physical Facilities
Andrew Janus	Second Report	Sheriff
Joshua Schuett	Second Report	Sheriff
Bradley Kulibert	Final Report	Sheriff
Nichole DeBaker	Final Report	UW Extension