



## AGENDA

Committee on Human Resources

Friday, August 15, 2025, at 9:30 a.m.

Location: 721 Oxford Ave, Eau Claire, WI • Room 3312

Join from the meeting link:

<https://eauclairecounty.webex.com/eauclairecounty/j.php?MTID=m968f672a2da30c931aa0b6c3fac16ad3>

Join by meeting number:

Meeting number: 2534 577 0359 Password: YNvJDw5fg57

Join by phone:

Dial in: 415-655-0001 Access Code: 2534 577 0359

*For those wishing to make public comment, you can submit your request to speak and/or written comment to Sue McDonald at [sue.mcdonald@eauclairecounty.gov](mailto:sue.mcdonald@eauclairecounty.gov) at least 60 minutes prior to the start of the meeting.*

1. Call to Order and Confirmation of Meeting Notice
2. Roll call
3. Public Comment
4. Review and approval of meeting minutes – **Discussion/Action**
  - a. July 11, 2025
5. Vacancy Report – **Discussion**
6. RESOLUTION File No. 25-26/045 - Creating a full-time limited-term juvenile detention worker position to support the 180 Program in the Eau Claire County Human Services department – **Discussion/Action**
7. RESOLUTION File No. 25-26/046 - Abolishing (1.0) FTE, Resource Specialist- Operations Records position and creating (2)- 0.5 part-time FTE positions for (0.5) Resource Specialist- Operations Records and (0.5) Resource Specialist Operations Reception in the Eau Claire County Human Services department – **Discussion/Action**
8. Human Resources Director Update
  - a. Health Insurance Pilot
9. Future Agenda Items
10. Announcements
11. Adjourn

Prepared by: Natalie Szews – Administrative Associate

PLEASE NOTE: Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters, remote access, or other auxiliary aids. Contact the clerk of the committee or Administration for assistance at (715) 839-5106. For additional information on ADA requests, contact the County ADA Coordinator at (715) 839-7335, (FAX) (715) 839-1669, TTY: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.



## MINUTES

Committees on Human Resources

Friday, July 11, 2025, at 9:00 a.m.

Location: 721 Oxford Ave, Eau Claire, WI • Room 3312

Present: Heather DeLuka, Larry Hoekstra, Cory Sisk, Jim Schumacher

Absent: Allen Myren

Others Present: Sharon McIlquham, Angela Eckman, Dawn Edlin, Jason Szymanski, Bethany Bremer, Missy Christopherson (remote), Janet Quinn (remote), Vickie Gardner (remote), Sue McDonald, Clerk

### Call to Order and Confirmation of Meeting Notice

Vice Chair Hoekstra called the meeting to order at 9:00 a.m. and confirmed meeting notice.

Roll call Quorum present

Public Comment There was no public comment

### Review and approval of meeting minutes from June 13, 2025

Motion by Supervisor DeLuka to approve minutes from June 13, 2025. No deletions, corrections, or additions. Minutes approved.

### File No. 25-26/032: Freezing two Corporal positions and unfreezing two Correctional Officer positions in the Sheriff's Office

Motion by Supervisor Schumacher to approve. On a roll call vote; 4 Aye, 0 No. Motion passes.

### File No. 25-26/029: Amending Human Resources policy 209 – Performance Evaluation

Angela Eckman provided background. Motion by Supervisor DeLuka to approve. On a roll call vote; 4 Aye, 0 No. Motion passes.

Policy Revision Action Plan Angela Eckman presented information for discussion

Future Agenda Items None

The meeting was adjourned at 9:41 a.m.

Respectfully submitted by,  
Sue McDonald, County Clerk

**Vacancy Breakdown 8.12.25**

**Sheriff Office**

Total Vacancies: 14 (10 Full-time 1.0FTE, 4 on hold 2025 Budget)

**Positions:**

Correction officers: 3 vacancies (1 Full-time 1.0FTE) 2 on hold with 2025 Budget

Recruitment: posting closes 8/25

Lieutenant: 1 vacancy, on hold

Corporal: 4 vacancies (Full-time 1.0FTE) (2 on hold 2025 Budget)

Interviews: 8/27

Patrol Deputy: 4 vacancies (Full-time 1.0FTE)

Recruitment: posting in the fall

Bailiff: 1 vacancy position (Full-time 1.0FTE)

Transfer Date Internal Candidate: TBD

Security Services Captain: 1 vacancy position (Full-time 1.0FTE)

Interviews: 8/26

**Airport:**

Total Vacancies: 1 Vacancy On hold (Full-time 1.0FTE)

**Positions:**

Custodian: 1 vacancy (1 Full-time 1.0FTE)

**Clerk of Courts:**

Total Vacancies: 2 vacancies (2 Full-time 1.0FTE)

**Positions:**

Deputy Clerks: 2 vacancies

Recruitment: TBD

**District Attorney:**

Total Vacancies: 2 vacancies ( 1 Full-time 1.0FTE) (1 Full-time 1.0FTE on Hold)

**Positions**

Criminal Trial Prosecutor LTE- On hold due to grand funding

Legal Analyst: 1 vacancy (1 Full-time 1.0FTE)

Interview: 8/13

**Finance:**

Total Vacancies: 1 Vacancy (1 not backfilling)

**Positions**

Internal Control Specialist: 1 vacancy (1 Full-time 1.0FTE)

Recruitment: not backfilling currently per department

**Highway:**

Total Vacancies: 5 vacancies (1 Full-time 1.0 FTE, 3 on hold 2025 budget)

**Positions:**

Mechanic: 1 vacancy (Full-time 1.0FTE) 1 On Hold with 2025 Budget

Heavy Equipment Operator: 2 (Full-time 1.0FTE) On Hold with 2025 Budget

Highway Maintenance Supervisor: 1 vacancy on hold per department (Full-time 1.0FTE)

Engineering Technician: 1 vacancy (Full-time 1.0FTE)

Recruitment: opened continuously

**Parks & Forest**

Total Vacancies: 2 (1 Full-time 1.0FTE, 1- 0.19FTE)

**Positions**

Maintenance Tech: 1 vacancy (Full-time 1.0FTE)

Start Date: 8/18

Forester: 1-0.19FTE

Recruitment: TBD

**Planning & Development**

Total Vacancies: 2 Vacancies (2 Full-time 1.0FTE, 1 Full-time 1.0FTE on hold with 2025 Budget)

**Positions**

Environmental Engineer: 1 vacancy (Full-time 1.0FTE) on hold with 2025 budget

Assistant County Surveyor: 1 vacancy (Full-time 1.0FTE)

Recruitment: not backfilling

**Human Services:**

Total Vacancies: 22 vacancies (15 Full-time 1.0FTE, 2 0.5FTE, 5 on hold 2025 Budget)

**Positions:**

Operations Supervisor: 1 vacancy (Full-time 1.0FTE), On hold 2025 budget

Crisis Social Worker: 2 Vacancy (Full-time 1.0FTE) On hold 2025 Budget

CPS Social Worker: 1 Vacancy (Full-time 1.0FTE) On hold 2025 Budget

Fiscal Associate: 1 vacancy (1 Full-time 1.0FTE), 1 On hold 2025 budget

CCS Mental Health Professionals: 2 vacancies (Full-time, 1.0FTE)

Recruitment: posted continuously until filled

CCS Service Facilitator: 3 vacancies (Full-time 1.0FTE)

Recruitment: working on rate recommendation/offer

CCS Supervisor: 1 vacancy (Full-time 1.0FTE)

Recruitment: TBD

Juvenile Detention Worker: 1 Vacancies (1 Part-time 0.5FTE)

Recruitment: posted continuously until filled

CLTS Supervisor: 1 vacancy (Full-time 1.0FTE)

Recruitment: TBD

AODA Case Manager: 2 vacancies (Full-time 1.0FTE)

Recruitment: TBD

Case Manager- Birth to Three: 1 Vacancy (Part-time 0.5FTE)

Recruitment: on hold per the department

Peer Support Specialist: 1 vacancy (Full-time 1.0FTE)

Recruitment: opened continuously until filled

Social Worker Initial Assessment CPS 1 vacancy (Full-time 1.0FTE)

Recruitment: TBD

Social Worker Youth Services 1 vacancy (Full-time 1.0FTE)

Recruitment: TBD

Resource Specialist 1 vacancy (Full-time 1.0FTE)

Recruitment: TBD

Economic Support Specialist 1 vacancies (Full-time 1.0FTE)

Recruitment: TBD

Deflection Case Manager 1 vacancy (Full-time 1.0FTE)

Interviews: 8/13

## FACT SHEET

TO FILE NO. 25/26-045

**Rationale for New Position:** To enhance the 180 Program within the Juvenile Detention Center. The 180 Program has only one assigned staff member. The added position will enhance programming/services to the youth, allow for more flexible coverage within the facility, provide better support for youth in Aftercare, and potentially grow the 180 Program. Ultimately, the outcomes for youth in the 180 Program and re-integrating into the community will be improved.

**Functional Role of Position:** The major function of this position will be to provide support for the 180 Program Coordinator. The person in this position will have a small caseload. They will be responsible for conducting team meetings, communicating with Social Workers, parents/guardians, and having weekly meetings with youth on their caseload. They will make referrals when necessary. They will also participate in weekly 180 Program meetings to give updates about youth on their caseload. Another major function of this position is to connect with community partners and have an active role with youth in Aftercare. Additionally, the person in this position will also provide coverage in the facility, when necessary.

**Determined need for the Position:** The desire to better serve the youth and lack of flexibility in staff resources caused the need for this position. An Aftercare Program was implemented a few months ago. There is a need to provide better support for youth as they transition back to the community. We are trying to connect youth with community resources and engage them in various community activities to support community re-integration. Assigning another full-time staff member to the 180 Program will allow for consistent and improved programming with minimal disruption to the short-term program.

**Risk of not approving:** The work is currently being underperformed. We have had to limit enrollment in 180 and at times there is a waitlist. Further, youth are limited in opportunities for community involvement and re-integration when we do not have staffing to meet capacity. If we do not create this position, we will continue to have a waitlist at times and the opportunities for youth in 180 will remain limited. This is particularly important as there have been times when due to the waitlist, we have had to consider pursuing high-cost residential care for children in Eau Claire needing 180 placements.

**Cost Impacts:** JDC Management applied for a Youth Stabilization Re-entry Grant through the Wisconsin Department of Justice and were awarded \$247,538 with an effective date of July 1, 2025. The grant award covers the full personnel costs, including benefits, for a limited-term Juvenile Detention Center worker for 2 years or conclusion of the grant award in June 30, 2027. Due to the grant award, this request requires \$0 investment or matching funds on behalf of Eau Claire County.

Respectfully Submitted,  
Angela Weideman  
Human Services Director

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4 CREATING A FULL-TIME LIMITED-TERM JUVENILE DETENTION WORKER  
5 POSITION TO SUPPORT THE 180 PROGRAM IN THE EAU CLAIRE COUNTY HUMAN  
6 SERVICES DEPARTMENT  
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8 WHEREAS, the Juvenile Detention Center recently applied for and was awarded grant  
9 funds in the amount of \$247,538 through the Youth Stabilization Re-entry grant with the  
10 Department of Justice; and  
11

12 WHEREAS, supporting the 180 Program within the Juvenile Detention Center to  
13 increase opportunity for youth to engage in community activities and support re-integration back  
14 into the community; and  
15

16 WHEREAS, this position is needed to increase enrollment numbers for the program and  
17 subsequently reduce and/or eliminate the current waitlist of the program; and  
18

19 WHEREAS, if this position is not created, there is risk associated with some of the youth  
20 on the waitlist needing to be referred to high-cost residential care therefore impacting Eau Claire  
21 County’s cost to serve; and  
22

23 WHEREAS, the grant award fully covers all personnel costs, including benefits, in the  
24 amount of \$192,512 for a Juvenile Detention Worker to start effective immediately through June  
25 30, 2027, requiring no financial investment or matching funds from the County to implement.  
26  
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28 NOW THEREFORE BE IT RESOLVED that the Eau Claire County Board of  
29 Supervisors hereby approves the creation of a Full-time limited term Juvenile Detention Worker  
30 position in DHS as soon as possible and going through June 30, 2027.  
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33 ADOPTED:

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35 **Human Services Board**

		<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
36					
37	David Hirsch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38	Deirdre Jenkins	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39	Connie Russell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40	Katherine Schneider	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41	Nick Smiar	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42	Christy Tomczak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Jeremy Beaulieu	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jim Catlin	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kathleen Clark	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paul Maulucci	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated this 4th day of August, 2025.

ATTEST:

Terri Bohl  
Terri Bohl – Committee Clerk

**Committee on Human Resources**

	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
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Heather DeLuka	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Larry Hoekstra	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allen Myren	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cory Sisk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jim Schumacher	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

ATTEST:

Samantha Kraegenbrink – Committee Clerk

**Committee on Finance & Budget**

	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
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Jim Dunning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stella Pagonis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jim Schumacher	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bob Swanson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dane Zook	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Dated this 7 day of August, 2025.

ATTEST: **REVIEWED**  
*By Erika Gullerud at 1:21 pm, Aug 07, 2025*

Erika Gullerud – Interim Committee Clerk

Resolution 25-26/045

## FACT SHEET

TO FILE NO. 25-26/046

### Background

The current Resource Specialist – Operations Records position is a full-time (1.0 FTE) role that is split between two distinct functions:

- 50% Records Management: Includes organizing, maintaining, and processing sensitive client records and data in compliance with regulatory and department requirements.
- 50% Front Desk Support: Involves greeting the public, answering phones, directing visitors, and supporting lobby operations for the Department of Human Services.

### Proposal

This resolution proposes dividing the existing 1.0 FTE position into two separate 0.5 FTE part-time positions:

- 0.5 FTE Resource Specialist Operations Records – Dedicated exclusively to records responsibilities.
- 0.5 FTE Resource Specialist Operations Reception – Front Desk Support: Focused solely on reception and lobby operations.

### Rationale

1. Operational Efficiency – Splitting the role allows for more focused attention and expertise in each area. Each function requires different skill sets, workflows, and priorities.
2. Employee Performance and Fit – The current structure has demonstrated that individual strengths may align more effectively with one area than the other. Specializing roles allows for better job performance and satisfaction.
3. Improved Coverage and Flexibility – Having two part-time roles increases staff availability for lobby coverage, especially during vacations, FMLA absences, or other unexpected leave.
4. Cost Savings - The 2026 budget reflects this change, resulting in an approximate savings of \$11,000 annually through adjustments in wage and benefit costs.
5. Workforce Planning – This approach aligns with the department’s broader goal to ensuring high-quality customer service and compliance with recordkeeping standards.

### Next Steps

Pending approval, the two part-time positions will be posted and filled in accordance with County HR protocols. The Department will continue to monitor staffing needs to ensure continuity of operations.

Respectfully Submitted,

Angela Weideman  
Human Services Director

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4 ABOLISHING (1.0) FTE, RESOURCE SPECIALIST- OPERATIONS RECORDS POSITION  
5 AND CREATING (2)- 0.5 PART\_TIME FTE POSITIONS FOR (0.5) RESOURCE  
6 SPECIALIST- OPERATIONS RECORDS AND (0.5) RESOURCE SPECIALIST-  
7 OPERATIONS RECEPTION IN THE EAU CLAIRE COUNTY HUMAN SERVICES  
8 DEPARTMENT  
9

10 WHEREAS, the current Resource Specialist role required a mix of data compliance and  
11 front desk support, which can require different skillsets; and  
12

13 WHEREAS, when the current position became vacant, it allowed DHS to re-analyze the  
14 primary functions and determine that increased operational efficiencies as well as cost savings  
15 could be realized by splitting the role into (2) part-time positions; and  
16

17 WHEREAS, the operational efficiencies would come in the form of focused attention and  
18 expertise in each area, increased candidate interest by appealing to a wider candidate pool,  
19 increase coverage availability for the lobby and increased customer service due to the role  
20 aligning with the function; and  
21

22 WHEREAS, the cost savings would come from the decreased cost of benefits due to the  
23 part time role classification in the amount of (\$11,000); and  
24

25 WHEREAS, HR has verified that the candidate pool for part-time positions with  
26 comparable skill requirements is strong and doesn't foresee increased challenges for recruiting.  
27

28 NOW THEREFORE BE IT RESOLVED that the Eau Claire County Board of  
29 Supervisors hereby approves abolishing 1.0 (FTE) Resource Specialist-Operations position and  
30 creating of (2)- 0.5 Part-time positions for 0.5 Resource Specialist-Operations Records and a 0.5  
31 Resource Specialist- Operations Reception as soon as possible- determined by Human  
32 Resources.  
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36 ADOPTED:

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38 **Human Services Board**

		<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
39					
40	David Hirsch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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44	Nick Smiar	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1	Christy Tomczak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Jeremy Beaulieu	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Jim Catlin	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Kathleen Clark	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Paul Maulucci	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated this 4th day of August, 2025.

ATTEST:

Terri Bohl  
 Terri Bohl – Committee Clerk

**Committee on Human Resources**

		<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
15	Heather DeLuka	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16	Larry Hoekstra	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17	Allen Myren	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18	Cory Sisk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19	Jim Schumacher	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

ATTEST:

\_\_\_\_\_  
 Samantha Kraegenbrink – Committee Clerk

**Committee on Finance & Budget**

		<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
29	Jim Dunning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30	Stella Pagonis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31	Jim Schumacher	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32	Bob Swanson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Dane Zook



Dated this 7 day of August, 2025.

ATTEST:

**REVIEWED**

*By Erika Gullerud at 1:25 pm, Aug 07, 2025*

Erika Gullerud

Resolution 25-26/046