

HUMAN RESOURCES COMMITTEE

Approved Minutes

DATE: September 12, 2011

TIME: 1:30 p.m.

PLACE: Fillmore Street Complex

PRESENT: James Holtrop, Joe Baumann, Jane Ruiter, Greg DeJong

ABSENT: Donald Disselkoen

STAFF & GUESTS: Alan Vanderberg, Administrator; Sherri Sayles, Deputy Clerk

SUBJECT: CONSENT ITEMS

HR 11-012 Motion: To approve the agenda of today as presented and to approve the minutes from the April 26, 2011 meeting as presented.
Moved by: Holtrop UNANIMOUS

Mr. Disselkoen arrived at 1:31 p.m.

SUBJECT: DISCUSSION ITEMS

1. Employee Survey – An overview of the Ottawa County Employee Satisfaction Survey was presented by the Administrator. Overall, Administration is happy with the higher participation rate among the employees. Employees in the 6 to 10 years and more than 10 years categories showed more dissatisfaction than the newer employees. Mr. Vanderberg will be coming to the Board with a proposal to have another IT study done. In some areas, there are concerns that the County is going in the wrong direction for the right reasons. The fee for the IT proposal will be coming out of the tech fund so it doesn't hit the general fund.

Administration will not be recommending tuition reimbursement again this year but will look at it again for the 2013 budget. Housekeeping was another concern addressed in the survey. Administration may look at adding additional cleaning days next year. Several employees expressed dissatisfaction that the wage study isn't done yet. In the future, one department/group will not be allowed to hold up other departments/group.

Valuable data is taken from the survey and Administration recommended continuing to have the survey done every two years.

SUBJECT: ADJOURNMENT

HR 11-013 Motion: To adjourn at 2:54 p.m.
Moved by: Disselkoen

UNANIMOUS