

**EMPLOYEE RELATIONS COMMITTEE
DOUGLAS COUNTY
Tuesday, September 13th, 2016, 9:30 a.m., Courthouse Room 207-C
1313 Belknap Street, Superior, Wisconsin**

Meeting was called to order at 9:35 a.m. by Oaks.

ROLL CALL

Present: Ellen Oaks, Steve Rannenberg, Cheryl Trapp, Mark Hager, Charlie Glazman, Kaci Lundgren, Linda Corbin, Helena Frost, and Mark Liebaert.

Absent without Alternate: Ryan Conlan, Bob Hanson, Michael Stein, Tracy Ruppe (excused), Marvin Finendale (excused), Dan Howe, and Tiffany Jenner.

REVIEW OF JUNE, 2016 MINUTES

No revisions; minutes accepted.

SUMMER PICNIC – AFTER ACTION REVIEW

Oaks reviewed picnic success. In spite of the rain, approximately 35 people were in attendance. Food was excellent. Meat was from Superior Meats in South Superior. Oaks and Rannenberg expressed the need for more people to get involved and help out as the same individuals are taking on most of the work event after event, year after year. Lucius Woods' facility was perfect location and worked well considering the weather. Lisak reserved location again for the same weekend next year.

2016 HOLIDAY PARTY

Rannenberg and Corbin addressed needing the help/committee members to commit if we are going to have a successful holiday party. Location and live band have been reserved and date has been set for December 9th. There are a few individuals from both the City and County that are willing to sit on committee, but would like more help/committee members. Oaks suggested a survey to request who is interested and who would like to help. Frost will send survey in near future.

TEAM BUILDING ACTIVITIES

Lundgren went over updated team building/public relations activity ideas that are realistic and focused on County's mission. The committee came to a consensus that our first event will be a Chili Cook Off in early November benefiting the United Way. Frost will look into United Way Campaign and see if City is interested in partnering in this event. Lundgren will reserve room 270 for the event. More details to come.

EMPLOYEE OF THE QUARTER

Oaks presented articles on employee engagement and recognition topics. The current recognition program (Employee of the Quarter) has been in place 19+ years and has run its course. The committee had discussion on what steps can be taken to implement a new plan. Topic has been added to future agenda items. Oaks encourages committee members to borrow the books presented at the meeting, do outside research, and come to next meeting prepared to dive in.

FUTURE AGENDA ITEMS

Follow up - Chili Cook Off

Demographics of the Employee Relations Committee

Reward System Revamp/Employee Recognition

Construction/Parking Plan 2017

Next meeting December 13th, 2016 at 9:30 a.m. in Courthouse Room 207-C.

Meeting was adjourned at 11:00 a.m.

Respectfully submitted,

Helena Frost

Human Resource Department Representative/Recording Secretary