

**MADISON COUNTY
PERSONNEL AND LABOR RELATIONS COMMITTEE**

Thursday November 13, 2025 at 5:00 P.M.

Administration Building Suite 203

PRESENT: D. Gray, V. Doucleff, L. Wolfe, F. Dickerson, V. Valentine

ABSENT: J. Janek, C. Guy

OTHERS: B. Whitaker, A. Esping, A. Schoeberle, A. Weber, B. Wessell, C. Lyons,
A. Walden, M. Schnefke

Mr. Gray presented the October 2025 meeting minutes. **MINUTES ADOPTED.**

PUBLIC COMMENT: None

PERSONNEL ACTION REQUESTS:

Andrew Esping discussed going off of the longevity system to Merit Based for the following Non-Union positions:

- Senior Public Safety IT Administrator at the 911 Department going Merit Based Hourly
- Manager of Animal Care & Control in Animal Care & Control going Merit Based Exempt
- Manager System Data Collection in the Chief County Assessors Office going Merit Based Exempt
- Emergency Preparedness Director in the Health Department going Merit Based Exempt
- Community Health Director in the Health Department going Merit Based Exempt
- Health Service Division Director in the Health Department going Merit Based Exempt
- Health Protection Division Director in the Health Department going Merit Based Exempt

F. Dickerson moved, seconded by L. Wolfe **MOTION CARRIED**

RESOLUTIONS/ORDINANCES:

Chairman Gray presented the Resolution Authorizing the Continuation of Employee Assistance Program.

- Annette Schoberle explained the benefit of the Employee Assistance Program and how we utilize the program. L. Wolfe moved, seconded by V. Doucleff
MOTION CARRIED

HR Report: A. Esping discussed the grade increase with the CCAO positions that were brought to committee last month and how they offset the budget by decreasing the headcount by one.

NEW BUSINESS: None

OLD BUSINESS: None

ADJOURN: L. Wolfe moved, seconded by F. Dickerson. **MOTION CARRIED.** /bew