



**TO THE HONORABLE BOARD OF SUPERVISORS  
OF OZAUKEE COUNTY, WISCONSIN**

Ladies and Gentlemen:

2004 was a very challenging year for the department.

With a reduced staff, the Department continued to institute significant changes to the County's health plan, ensuring common coverage to all insured employees, and reducing annual health insurance costs by over \$500,000.00.

Settled the Lasata and Deputy Sheriff's contracts in early January 2005, after 5 months of negotiations.

Litigated interest arbitration with the Highway Department in late December and early January, 2004. Received favorable decision from arbitrator in June. Continuing to negotiate Highway and Courthouse labor agreements after 7 months of negotiations.

Administered Wellness Program for all employees, which included speakers on health topics, YMCA programs, walking programs with pedometers provided, aerobic programs after work at Administration Center.

Instituted a 10-step pay plan for non-represented employees, resulting in long-term savings potential to the County of approximately \$40,000.00 per year.

Instituted Direct Deposit for all employees.

Introduced new dental insurance carrier providing employees the ability to go to any dentist they want. The new plan also provides additional vision coverage.

Worked with and coordinated the development of a Courthouse Security Manual and assisted in the development of training pursuant to the manual.

Updated after hours security for the Administration Building.

Secured the installation of defibrillators at the Justice Center and Administration Center and coordinated defibrillator training for 30 employees at both locations.

There were 18 grievances filed in 2004. Five from OPEIU employees, eleven from Lasata, and two from the Sheriff's Union. Of the 18 grievances, seven were heard by the HR Committee and 2 went to arbitration, with the County winning both.

Coordinated management training programs for nurses and nurse supervisors at Lasata.

Coordinated series of management training sessions for department heads on FMLA, HIPAA, and employee discipline.

Developed Early Retirement Policy for non-represented employees as well as offered in negotiations. As of the end of February 2005, three employees have taken advantage of this benefit.

Reorganized focused County Risk Management Policies.

Created ad hoc committee of vendors and employees to plan for 2006 health insurance issues. First meeting in January 2005.

Coordinated Ozaukee County Employee Day at Ozaukee County Fair in August and employee Christmas party.

Continued to manage the County's health and benefit programs, keeping abreast of significant changes in law and modify plans as a result.

**2005 objectives will include:**

- Update Safety Programs at all sites and institute Safety Awareness Campaign.
- Development of additional management training programs for non-represented supervisors and employees.
- Improve employee communications.
- Focused strategy to meet rising health insurance and prescription drug costs.

<b>PERSONNEL TRANSACTIONS:</b>			
	2002	2003	2004
<b>New Hires</b>			
Lasata	81	79	77
All Others	78	111	130
<b>Terminations</b>			
Lasata	78	74	91
All Others	83	125	122
<b>Total Terms</b>			
	161	199	213

Respectfully submitted,

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