

PERSONNEL
July 23, 2025

Call to order The Personnel Committee meeting was called to order at 10:00 a.m. by Brad Steiner, Personnel Chairman. Committee members present were Carl Orr, Mark Gilberts, and Owen DuCharme. Also present were Tom Cornford, County Board Chairman; Linda Redman, Register in Probate; Holly Tanner, Clerk of Court; and Roberta Fisher, County Clerk.

Verify posting Steiner verified that the meeting notice was properly posted at the Courthouse, Administration Building and on the county website.

Approval of Minutes Orr moved; Gilberts second to approve the minutes of the June 25th Personnel Committee meeting. The motion carried with no negative votes cast.

New Staff Introductions Holly Tanner, Clerk of Court, was appointed by Judge Lukas Steiner to fill the unexpired term of Nancy Dowling.

The Personnel Committee members all introduced themselves.

Tanner is a long-time resident of Prairie du Chien. She moved away for about ten years and lived in Madison before she moved back. Holly has been with the county for a little over four years, working previous to her appointment as the Chief Deputy Clerk of Court.

Hiring Updates New Hires:

- PT Clerk III UW-Extension – Jenni Severson 08/04/2025
- PT Treasurer’s Office – Mallory McCullick

Position Openings:

- SW IV – MH/SUD Therapist
- Deputy Clerk of Court

Holly Tanner has appointed Nicole Asleson to fill the Chief Deputy Clerk of Court position, which was vacated due to Holly’s appointment as the new Clerk of Court. Holly is currently interviewing five applicants for the Deputy position.

**Recognition/
Appreciation
Lunch Update**

Last week, the Finance Committee approved allowing each department to host its own employee appreciation lunch on behalf of the County Board. The Clerk contacted department heads for input on coordinating the events.

Today, the Clerk reported that coordination is underway, and department heads and employees expressed their gratitude for the recognition.

**2026 Health
Insurance Rates
Discussion**

ETF has released the 2026 Health Insurance premiums. The rates showed an overall average increase of about 11.5%, however the county share increased by 28%. This resulted in an approximate \$728,000 increase to the budget.

The Clerk advised the Personnel Committee that, starting in 2027, they may need to work with the Finance Committee to explore alternative health insurance options. Possible considerations include moving to a high-deductible health plan with an HSA or opting out of the ETF Group Health plans and hiring a benefits consultant to identify more local options.

Because health insurance is an employee benefit, the Personnel Committee should be involved in any related decisions. The Clerk noted that switching to a high-deductible plan would require employee training, as the transition could be confusing. This discussion is meant as a forward-looking consideration, given the continued, unsustainable rate increases from ETF.

Next Meeting

August 27th, 2025, at 10 a.m. Mark Gilberts announced that he will not be available for that meeting.

Adjournment

DuCharme moved; Cornford second to adjourn. The motion carried unanimously, and the meeting adjourned at 10:20 a.m.

**Roberta A. Fisher
County Clerk**