

**LANGLADE COUNTY BOARD OF SUPERVISORS
MONTHLY MEETING – SEPTEMBER 17, 2013**

These Board proceedings are published as prescribed by Section 59.14(2) of the Wisconsin Statutes at County Government expense.

The Langlade County Board of Supervisors met in the County Board Room. Chairman David Solin called the meeting to order at 9:00 a.m.

On call of the roll, all Supervisors reported present, except Supervisor Gottard, who had asked to be excused. Motion was made by Supervisor Hurlbert, seconded by Supervisor Jansen, to excuse her. All ayes, the motion carried. The Board recited the Pledge of Allegiance and observed a moment of silence.

Approve or amend the minutes of the August 20, 2013 meeting as printed and published:

Motion was made by Supervisor Kamps, seconded by Supervisor Jansen, to approve the minutes of the August 20, 2013 meeting as printed and published. All ayes, the motion carried.

Approve or amend the agenda as printed:

Motion was made by Supervisor Kamps, seconded by Supervisor Cahak, to approve the agenda as printed. All ayes, the motion carried.

CITIZENS AND DELEGATIONS:

Debbie McGregor, from Children's Hospital of Wisconsin, Community Services, presented information on the Langlade County Family Corner Resource Center. The Children's Hospital of Wisconsin, Community Services, is part of a large network, serving families in five counties. Their services focus on Child Abuse and Neglect Prevention, and parent education programs. Her report included services provided and funding sources. They set up their work plan in collaboration with the Department of Social Services.

County Board then viewed a video recommended by Supervisor Bostwick on investments and "bail-ins". Supervisor Bostwick shared his concerns regarding some financial institutions and the devaluation of the dollar. Discussion followed.

The Board took a short break and then returned to open session.

NEW BUSINESS:

Committee Reports:

A summary of information contained in recent committee minutes is on file in the County Clerk's Office.

RESOLUTIONS:

RESOLUTION #53 -2013

INTRODUCED BY: FINANCE COMMITTEE

INTENT: TO APPROVE THE CAPITAL IMPROVEMENT PROJECTS (CIP) PLAN, AND DESIGNATE FUND BALANCE AMOUNTS FOR THE 2014 PROJECTS.

WHEREAS, since 2003 the County has completed a five year Capital Improvement Projects (CIP) plan, consisting of projects that total over \$10,000; and

WHEREAS, the purchasing policy requires that the plan be adopted by the Board; and

WHEREAS, that a copy of the entire CIP plan was distributed to County Board members, and copies are on file in the Finance Department, and a copy will be on the County web site for public viewing; and

WHEREAS, the funding for the CIP projects have come from the General Fund since 2003, and since these projects are all one time expenses, and non-operational, or on-going, they qualify for the use of fund balance per the County's policy; and

WHEREAS, for 2014 there is a total of \$3,532,186 in projects. Most of the funding for these projects has been set aside from previous budgets or from other funding sources such as grants. Of the total amount, \$222,000 is needed for the approved projects, and the Finance Committee recommends setting this amount aside from the General Fund, and designating these funds for CIP projects.

NOW THEREFORE, BE IT RESOLVED, by a two-thirds vote of the Langlade County Board of Supervisors to approve the 2014 to 2018 Capital Improvement Program (CIP) Plan, and to approve the 2014 projects, and to designate \$222,000 of General Fund monies for the 2014 projects in the plan.

FINANCE COMMITTEE

Jerrold L. Burns

William Bostwick

Vernon Cahak

Douglas Nonnenmacher

Ronald Nye

FISCAL NOTE: The projects for 2014 will total \$3,532,186, but most of the funding for these projects will come from grants or previously designated funds. \$222,000 is the amount that is needed for the 2014 projects. These funds would be designated from the General Fund for the projects listed in the CIP plan for budget year 2014.

Motion was made by Supervisor Burns, seconded by Supervisor Hurlbert, to adopt.

Finance Director Gary Olsen explained the Capital Improvement Projects for 2014. After 2018 the County will have paid off their debt. Questions and discussion followed.

On call of the roll to adopt Resolution #53-2013, all Supervisors present voted aye, except Supervisor Klimoski voted no. Resolution #53-2013 is adopted.

RESOLUTION # 54-2013

INTRODUCED BY: PERSONNEL COMMITTEE

INTENT: ADOPT COMPENSATION PLAN FOR POSITIONS REPRESENTED BY THE COURTHOUSE, PROFESSIONAL AND CORRECTIONS & DISPATCH UNIONS

WHEREAS, prior to January 1, 2013, pay ranges for positions represented by the Courthouse, Professional and Corrections & Dispatch Unions were established within union contracts; and

WHEREAS, with the expiration of the union contracts, there no longer exists a formally recognized format for pay classifications and wage steps for these union positions; and

WHEREAS, the establishment of a compensation plan for union positions is necessary for purposes of recruiting, hiring and retaining qualified employees; and

WHEREAS, the consistent use and equal application of a compensation plan better protects the employer (County) in the event that compensation is challenged under the Equal Pay Act or similar wage discrimination laws; and

WHEREAS, the Budget Repair Bill (BRB) Consortium recommends that member Counties establish one compensation and benefit plan for all employment positions (except casual positions); and

WHEREAS, the proposed union position compensation plan was developed using the same methodology as the Non-Union Compensation Matrix, which has been in existence since January, 1, 2005; and

WHEREAS, the existing wages for union positions were converted to the proposed compensation plan by calculating new starting wages and incremental pay steps for each union position and setting the current maximum pay for union positions as the top wage step (Step 10); and

WHEREAS, the Committee recommends adopting the proposed compensation plan for positions represented by the Courthouse, Professional and Corrections & Dispatch Unions, and to the greatest extent practicable and allowed by law, to administer the plan under the terms of the Employee Handbook that apply to the non-union compensation plan (i.e., reviewed every 5 years based upon wage data from comparable counties); and

WHEREAS, the Committee recommends that union employees be initially placed at the wage step on the compensation plan that most closely corresponds to the wage rates that existed under the union contract given the employee's time of service; and

WHEREAS, the Committee recommends implementation of the compensation plan retroactive to January 1, 2013, contingent upon available funding ("retro" wages are color-coded in green on the attached Compensation Matrix). (Matrix is on file in the Finance Department.)

NOW THEREFORE, BE IT RESOLVED, by the Langlade County Board of Supervisors to adopt the attached compensation plan for positions represented by the Courthouse, Professional and Corrections & Dispatch Unions.

BE IT FURTHER RESOLVED, by the Langlade County Board of Supervisors to reference this compensation plan in the Employee Handbook and to the greatest extent practicable and allowed by law, to administer the compensation plan by applying the same rules to the union compensation plan that apply to the non-union compensation plan (i.e., reviewed every 5 years based upon wage data from comparable counties).

BE IT FURTHER RESOLVED, by the Langlade County Board of Supervisors to apply the compensation plan retroactive to January 1, 2013, with any "retro" payments to be made once funding for the plan becomes available.

PERSONNEL COMMITTEE

Douglas Nonnenmacher
Richard H. Hurlbert
Dale A. Dahms
Richard Olsen
Arlene C. Bonacci

FISCAL NOTE: The cost for the proposed "retro" pay for the affected positions will be \$2,786 for 2013. This amount will need to come from the affected department's 2013 budgets. The "retro" pay will not happen until the funding is approved by the Finance Committee during the budget hearings.

Cost to implement the new union Compensation Matrix will be \$19,617 for 2014. This will become funding priority number 2 for the Finance Committee to find the funding during the budget process.

Motion was made by Supervisor Hurlbert, seconded by Supervisor Kamps, to adopt.

Corporation Counsel Robin Stowe explained the purpose for this resolution and the Compensation Plan. Highway is not included in this since their pay system is entirely different at this time. The Budget Repair Bill Consortium recommended we have one plan for all employees.

On call of the roll to adopt Resolution #54-2013, all Supervisors present voted aye, except Supervisor Klimoski voted no. Resolution #54-2013 is adopted.

Committee Referrals:

Supervisor Klimoski questioned the Public Property Committee decision for the Library roof replacement, which originally was to be stone coated steel shingles. The September 3, 2013 minutes indicate they awarded a bid for an asphalt shingle roof. Discussion followed.

Administrative Coordinator’s Report:

Robin Stowe reported the Public Safety Committee has invited representatives from the City of Antigo to meet with them on October 1, at 8 a.m., to discuss the rent for the Safety Building and the joint operations of the building.

Personnel Committee will meet October 10th.

Human Services Task Force has set a Focus Group meeting for September 19th at 10:30 a.m.

Chairman Solin and Robin Stowe have met with the City Director of Administrative Services and the Mayor and plan to continue to meet each month to review what the County and City are working on to ensure good communication between the governments.

The next County Board meeting will be held Tuesday, October 22nd at 9 a.m.

Motion was made by Supervisor Klimoski to adjourn the meeting at 10:47 a.m., seconded by Supervisor Jansen. All ayes, the motion carried.

I, Kathryn Jacob, Langlade County Clerk, Antigo, Wisconsin, do hereby certify that the foregoing is a true and correct copy of the proceedings of the Langlade County Board of Supervisors Monthly Meeting of September 17, 2013.

Dated this 18th day of September, 2013.

Kathryn Jacob
Langlade County Clerk
