

Minutes of Langlade County Executive Committee

The meeting in the Law Library of the Courthouse was called to order at 8:00 a.m., March 4, 2015, by Chairman Dave Solin and the Pledge of Allegiance was recited.

Members Present: Doug Nonnenmacher, Mike Klimoski, Ron Nye, and Dave Solin.

Members Absent: Holly Matucheski.

Others Present: Robin Stowe, Gary Olsen, Kim Van Hoof, Ann Meyer, Vern Cahak, and Arlene Bonnacci.

Agenda Item #3 Approve/amend Minutes of February 10, 2015.

Motion by Klimoski to excuse Holly Matucheski, second by Nye, all ayes, motion carried. Motion by Klimoski, second by Nye, to approve the minutes of the February 10, 2015 meeting, 4 ayes, 1 absent, motion carried.

4. Discuss Staffing Study: It was explained that the Management Team had discussed this issue at their last meeting. The Team discussed the timing of a staffing study on the heels of finishing a compensation study, and the effect upon employee morale. The Team also discussed whether contracting with an outside firm to complete a staffing study would be more practical than conducting a "self-study" which may not be as "objective" (i.e., scoring your own staff positions). The consensus of the Team is to recommend contracting for an outside study at some point in the future perhaps in combination with the next compensation study and having the Team assist in establishing the terms and scope of the Request of Proposal to conduct the staffing study. In the meantime, the Team recommends that the Executive Committee reconsider the need for the current review process for filling vacant positions (referred to as a "hiring freeze") and limit the review to just the oversight committee or the oversight committee and the Executive Committee, as long as the position is already approved in the budget. Motion by Klimoski to allow any approved existing budgeted position to be refilled by oversight and Executive Committee approval, second by Nye, 4 ayes, 1 absent, motion carried. A resolution will be sent to the County Board to make this change to the County Board Rules.

5. Discuss Strategic Budget Plan: Gary Olsen mentioned to the Committee that they would need to give some guidance to the Finance Committee regarding the projected COLA increase for employees for 2016. This item will be on the April Committee agenda to be discussed in closed session. The Committee previously discussed using a more interactive strategic planning process going forward. To make the process more interactive, a flip chart would be used to record each of the Committee member's budget concerns, goals, and objectives as a tool to measure the County's progress of their strategic plan.

6. Consider the creation of a casual employee clerical position in the Dept. of Social Services: Kim Van Hoof explained that she has requested permission from the Social Services Committee to create a casual employee clerical position. The position would work 14 hours a week for a wage of \$9. The Committee discussed the need for a central receptionist for all the offices located in the Health Services Building. This would

include Social Services, Health, Veterans, the ADRC, and North Central Health Care. Motion by Klimoski, second by Solin, to approve the creation of a clerical casual employee position for the Department of Social Services until December 31, 2015, 4 ayes, 1 absent, motion carried.

The Committee requested Kim to go back and talk to the other departments in the Health Services Building about the concept of creating a central receptionist position for the building and report back to the Committee in April.

7. Discuss proposed procedure for employees to submit requests for additional compensation: Gary Olsen explained that The Management Team has not had the opportunity to work on this yet - so there is no new information to report back to the Committee. This item will not likely be ready for the Exec Committee until after the next Management Team meets again on March 25th.

8. Report from Economic Development Director Angie Close, review written report: Motion by Klimoski, second by Nye, to approve the Economic Development report, 4 ayes, 1 absent, motion carried.

9. Review the need for progressive sanctions for violations of County Board Rules: From the February meeting, it was decided that the Committee wanted to monitor the situation of when County Board members violate the County Board Rules. It appeared from the last meeting that the consensus was to continue handling rules violation internally (i.e., individual meetings with Board Chairman and Corp Counsel). As requested by the Committee, Corp Counsel reviewed the expectations and obligations of County Board members and the possible sanctions for rules violations at the previous County Board meeting. This item will be brought back if there are further problems.

10. Review resolution received from other Counties, if any: Motion by Klimoski to send resolutions to the County Board opposing the new assessment process, the cutting of the Forest Administrator's grant, and the Knowles-Nelson grant for purchasing forest property, second by Nye, 4 ayes, 1 absent, motion carried.

11. Set date for next meeting: The next regular meeting of the Committee will take place on April 6, 2015 at 8:00 a.m.

At 10:30 a.m. motion by Nye, second by Solin, to adjourn the meeting, 4 ayes, 1 absent, motion carried; meeting adjourned.

Submitted by,
Gary D. Olsen, Recording Secretary