

**LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

**Meeting Date: 4/14/2011
Time: 9:00 a.m.**

CHAIRMAN: James Jansen

MEMBERS PRESENT: James Jansen, Michael Klimoski, Richard Hurlbert, Dale Dahms, and George Bornemann

MEMBERS ABSENT: None

OTHERS PRESENT: Robin Stowe, Dawn Doperalski, Tom Schultz, Crystal Wells, Marilyn Baraniak and Becky Frisch.

The meeting was called to order at 9:00 a.m. by Chairman Jansen in the Law Library Room 205 of the Langlade County Courthouse, 800 Clermont St, Antigo, and WI 54409.

Amend/approve minutes of the March 30, 2011 meeting.

Motion by Klimoski, seconded by Hurlbert, to approve the minutes of March 30, 2011 as printed. All ayes, motion carried.

At approximately 9:00 a.m., consider moving into closed session pursuant to Section 19.85(1)(c) (f) and (g), Wis. Stats., considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; considering disciplinary data of specific persons, preliminary consideration of specific personnel problems; conferring with legal counsel for the governmental body with respect to litigation in which it is or is likely to become involved: to discuss personnel issues.

Motion by Hurlbert, seconded by Bornemann to move into closed session. Roll call vote, Hurlbert aye, Dahms aye, Bornemann aye, Klimoski aye, Jansen aye. The committee commenced in closed session at 9:01 a.m.

At approximately 9:20 a.m., return to open session with possible action taken on any matters discussed during closed session.

Motion by Hurlbert, seconded by Bornemann to come out of closed session. All ayes, Motion carried. Motion by Bornemann, seconded by Hurlbert to stay with the County's original offer. Three ayes, 2 no, motion carried.

Discuss request to refill the vacant position of 4-H Youth Development Agent in the Extension Office.

Dawn Doperalski is leaving her position. The 4-H Youth Development Agent position is a state employee with the UW Extension system and funding for the position is split 60% State and 40% County. The UW Extension system is subject to a hiring freeze and therefore the position can only be filled on a "interim" basis at this time and the total funding available will limit the interim position to 80% of a full-time position. The Ag & Extension Committee has recommended a resolution to County Board to refill the position on an interim basis for six months with the position being refilled on a full-time basis if State funds become available. Discussion followed. Motion by Hurlbert to pass the

resolution to County Board to refill the position on a six month interim basis, seconded by Dahms. All ayes, motion carried.

Discuss Outside Work Policy.

The County's current policy regarding outside work places all the responsibility on the employee for making certain that such work does not disrupt County operations, does not impair the employee's ability to fully discharge all the duties of his/her position and also to avoid conflicts of interests. Violation of the County's policy may result in the employee's termination. The Committee requested that a memo be sent out to all department heads to make certain that employees understand that they cannot use their County position to promote outside work.

Update on Budget Repair Bill.

As of the date of this meeting, the Budget Repair Bill (BRB) is not in effect. However, a ruling could be handed down any day from the Dane County Circuit Court, Court of Appeals or Wisconsin Supreme Court regarding the effective date of the BRB. While the BRB is not in effect, the County and Unions are able to revise existing union contracts without having the provisions of the BRB apply to the employees represented by the respective unions.

Consider side letter agreement with the Highway Union for employees to work a four day work week of ten hours per day during the summer months in 2011 and 2012.

There will be a resolution from the Highway Committee to go to County Board to have a side letter to Highway Union contract regarding the four day work week of ten hours per day summer schedule. There could be an annual savings of \$25,000 if this side letter is adopted. Motion by Bornemann, seconded by Hurlbert to co-sponsor the resolution to County Board. Four ayes, one no, motion carried.

Review reporting requirement for comp time.

Given the implementation of automated time-keeping (Kronos), a question was raised by the Management Team regarding whether the departments were still expected to report comp time to the respective oversight committees each month. Discussion followed. Oversight Committee should be provided a sheet listing what kind of comp time has been used and what the employee's balance is. There will be a memo to the Department Heads reminding them of this requirement.

Review and approve payment of monthly bills for the following departments: Corporation Counsel, Circuit Court, Probate/Juvenile, Register of Deeds and District Attorney.

Motion by Bornemann, seconded by Dahms to approve payment of bills as presented. All ayes, motion carried.

Adjourn the meeting.

A motion was made by Bornemann, seconded by Hurlbert to adjourn meeting. All ayes, motion carried, and meeting of the Personnel Committee was adjourned at 10:30 a.m.

Respectfully submitted:
Gail Dunlop