

**LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

Meeting Date: 04/04/13

Time: 9:00 a.m.

CHAIRMAN: Doug Nonnenmacher

MEMBERS PRESENT: Doug Nonnenmacher, Dave Solin, Arlene Bonacci, and Richard Hurlbert,

MEMBERS ABSENT: Dale Dahms

OTHERS PRESENT: Robin Stowe, Gary Olsen, Dick Olsen, Chet Haatvedt, Vern Cahak.

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

Pledge of Allegiance.

Approve/amend minutes of March 7, 2013.

Motion by Hurlbert, seconded by Bonacci, to approve the minutes of March 7, 2013 as printed. Four ayes, one absent, motion carried.

Continue discussion regarding converting method of compensation for Social Workers from hourly to salaried (Resolution 21-2013), as referred back from March County Board.

This resolution was referred back to the Social Services Committee and Dick Hurlbert, as Chairman of the Social Services Committee, advises that the Social Services Committee will be addressing this issue at their meeting on Monday. Hurlbert also advised that the Social Services Committee is likely to need more time to gather data regarding workload and work schedules and he will be requesting that the Social Services Department be allowed to let the Social Workers work the hours needed to get their jobs completed for six months. The Social Workers have been allowed to work additional hours in excess of the allotted 35 hours per week since February and therefore this study would conclude sometime in July with recommendations presented to the County Board in August. This will give the department more information to know exactly how many hours are needed. The Social Workers will not be taking comp time, but will be paid for the hours they worked. The Committee understands that Social Services could possibly go over budget due to this action, and the budget issue can also be addressed by the County Board in August.

Consider employment models offered by Premier Solutions Group.

Recently, a liaison with the Wisconsin Counties Association arranged for a presentation by the Premier Solutions Group. Robin Stowe shared the information about the services provided by this WCA service group with the Committee. The Premier Solutions Group offers programs designed to recruit and select employees to meet the needs of the County. Under this program, PSG is the "employer" and the County reimburses PSG for its costs and can discontinue the services at any time. Additionally, PSG provides consulting services such as human resources for a fee. This item was held in Committee.

Discuss Resolution #7-2012, whereby health insurance changes that were applied in 2012 to non-union employees, elected officials, Law Enforcement Association and Corrections and Dispatch

Association shall be equally applied to AFSCME employees in 2013, including increases in rates and deductibles.

Robin Stowe explained that at the January 2012 County Board meeting, the Board authorized resolution #7-2012 that allowed the County to enter into a memorandum of understanding for changes to the health insurance plan with the Law Enforcement Association and the Corrections & Dispatchers Association. The resolution was amended upon a unanimous vote to include in the final paragraph "Beginning January 1, 2013 rates and deductibles will be set such that all employees not included in this MOU will pay an amount equal to the increase being paid in 2012 by the employees covered in this MOU." To date, the directive set forth in the amendment has not been carried out. The County had previously presented an offer to the AFSCME unions to resolve this directive, however the County's offer was rejected. Total base wage bargaining has been delayed in order to determine how the County intends to effectuate this health insurance directive (Res. #7-2012). Time is of the essence to resolve this directive in order to determine whether bargaining has reached an impasse which depends upon whether these health insurance changes will be made to AFSCME union employees in 2013. AFSCME representative requests that the directive be rescinded. Because this action was adopted by the County Board, the County Board needs to figure out if they want to carry forward with this amendment, or take a resolution to the County Board to rescind this action. Motion by Hurlbert to send the resolution back to the County Board to reconsider the amendment to resolution #7-2012, second by Bonacci, four ayes, one absent, motion carried.

The Committee reviewed the monthly bills for the following departments: Corporation Counsel, Circuit Court, Probate/Juvenile, Register of Deeds, and District Attorney.

The next meeting date will be on May 2, 2013 at 9:00 a.m.

Adjourn the meeting.

A motion was made by Hurlbert, seconded by Bonacci to adjourn the meeting at 9:55 p.m. Four ayes, one absent, motion carried, and the meeting was adjourned.

Respectfully submitted:
Gary D. Olsen