

**LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

Meeting Date: 08/02/2012

Time: 9:00 a.m.

CHAIRMAN: Doug Nonnenmacher

MEMBERS PRESENT: Doug Nonnenmacher, Dale Dahms, Richard Hurlbert, and Richard Olsen

MEMBERS ABSENT: Judy Karpf

OTHERS PRESENT: Kari Lazars, Mike Klimoski, Pat McKinney-Rice, Ron Nye, Dave Solin, Robin Stowe, Craig Hotchkiss, Sandy Fischer, Marilyn Baraniak, Judge Kawalski, Joy Pecha and Tina Niles

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

Approve/amend minutes of July 5, 2012.

Motion by Dahms, seconded by Hurlbert, to approve the minutes of July 5, 2012 as printed. All ayes, motion carried.

At approximately 9:00 a.m., consider moving into closed session pursuant to Section 19.85(1)(c), Wisconsin Statutes, considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: review COLA (Cost of Living Adjustment) for 2013; review implementation of Resolution #7-2012 to apply health insurance changes to Unions; update on Petition for Unit Clarification; discuss terms of initial collective bargaining exchange for 2013 with Law Enforcement Association; and review Policy regarding outside work performed by Langlade County employees; and to review an anonymous complaint against various County Officials and employees recently sent to all County Board members.

Motion by Dahms, seconded by Hurlbert, to go into closed session at 9:07 a.m. Roll call Hurlbert, aye, Dahms, aye, Nonnenmacher, aye, Olsen, aye. The committee commenced to closed session.

At approximately 11:00 a.m., return to open session with possible action taken on any matters discussed during closed session.

Motion by Hurlbert, seconded by Dahms, to return to open session. All ayes, motion carried. The Committee returned to open session at 11:00 a.m. Motion by Hurlbert, seconded by Dahms to approve the Cost of Living Adjustment for 2013 as discussed in closed session which also includes a proposal to apply equivalent changes to health insurance benefits as called for in Resolution #7-2012; the Committee denies Grievance 01-12 filed by the Courthouse Union as the County did not violate the terms of the collective bargaining agreement by employing casual or limited term employees in the Health and Extension department to provide receptionist and clerical services. The Committee does not believe that these grievances are timely, and the County clearly has not eliminated any union positions by the use of these temporary positions. The Committee notes that the temporary positions will expire at the end of this year; the full-time clerical position in the Extension office will be refilled in 2013 and the County is still reviewing a proposal to refill the vacant union clerical position in the Health Department effective 2013. Moreover, given the advice of labor counsel, the Committee questions whether the resolution proposed by the union is a remedy that is available under the contract.

The Committee will meet on August 29, 2012 at 9:00 a.m. for the purposes of collective bargaining with the Law Enforcement Association (Deputies Union). The committee has requested that Robin re-draft the policy for outside or secondary work the committee for consideration at the next committee meeting in open session. The Committee recommends that at the next County Board meeting the Board acknowledge the receipt of an anonymous complaint and review the County's policy regarding communications that do not identify the source of author.

Meet with Department Heads for which the Committee maintains oversight (Corporation Counsel, Circuit Court, Probate/Juvenile, Register of Deeds and District Attorney) to discuss miscellaneous matters, including review and approval of 2013 and 2014 departmental budgets.

2013 and 2014 budgets reviewed and approved for Corporation Counsel, Circuit Court, Probate/Juvenile, Register of Deeds and District Attorney.

There have been less court-appointed attorneys as the public defender's office changed their eligibility requirements and increased the number of defendants they represent. There is approximately \$10,000 reduction in the Circuit Court and Probate budget for 2013.

Juvenile will be under budget in 2013 for secure detention and shelter costs. They have collected more than budgeted for.

Motion by Hurlbert, seconded by Dahms to accept the 2013/2014 budget for the court system and juvenile offices. All ayes, motion carried.

The District Attorney's office is currently over budget and the revenue reimbursement received from the State for the victim witness is down. 2014 estimated budget is also over budget.

Motion by Dahms, seconded by Nonnenmacher to accept the 2013/2014 budget for the District Attorney's Office. All ayes, motion carried.

A summary of the revenue for the circuit court was presented. The court-appointed attorney's fees are impacting the revenue. Fine revenues are down.

Motion by Hurlbert, seconded by Dahms to accept the 2013/2014 budget for Clerk of Circuit Court. All ayes, motion carried.

The Register of Deeds Office is within the budget.

Motion by Dahms, seconded by Olsen, to accept the 2013/2014 budget for the Register of Deeds Office. All ayes, motion carried.

The Corporation Counsel's office is within budget. Expenses are primarily for wages and fringe benefits for the Corporation Counsel and his secretary.

Motion by Hurlbert, Seconded by Dahms to approve the 2013/2014 budget for the Corporation Counsel.

Discuss purchase of redaction equipment for Register of Deeds.

There is a State law that all online county records with social security numbers be redacted. The Register of Deeds will purchase the redaction equipment and the Probate Register will purchase the rolls and microfilm. The Probate Register will have money left in her budget at the end of the year to reimburse the Register of Deeds. They will share the maintenance agreement cost. Motion by Olsen, seconded by Dahms to approve the purchase of redaction equipment for the Register of Deeds to be shared with the Probate Register. All ayes, motion carried.

Review Grievances filed by the Courthouse Union.

Grievance was issued orally to Department Heads, Ron Barger and Kari Lazars, regarding the use of casual employees. By hearing this grievance at this time, the Committee is agreeing to waive the filing of a written grievance to the department head/supervisor. The union presented the Committee with a written grievance and on behalf of the union, Chet Haatvedt and John Spiegelhoff explained why the union contends that the County has violated the collective bargaining agreement by employing casual employees in the Health and Extension departments while vacant union positions exist within these

departments. The Union argues that the county in 2010 decided to leave the union positions vacant and then "back filled" them with casual employees. The Union argues that the County took no steps to abolish the positions but left them vacant and then filled them with casual employees. Both employees are working in excess of 30 hours per week and not receiving union contractual wages. After hearing from the union, the Committee later convened in closed session to discuss this grievance with its attorney.

Consider refilling the position of Director of Land Records and Regulations Department.

Becky Frisch has resigned to accept a position in Marathon County. The Water and Land Use Planning Committee will meet before County Board and to refill the position. The Deputy Zoning Administrator (Code Administrator) may temporarily fill the position until the recruitment and selection process is completed. Motion by Hurlbert, seconded by Nonnenmacher to proceed with the necessary action to replace this position. All ayes, motion carried.

Consider refilling the position of Agriculture Agent in Extension Office.

The Ag Agent, Alex Crawford, resigned and took a position with a local agricultural organization. The Ag Agent and 4-H Youth Development Agent positions are State positions and only partially funded by the County. Motion by Hurlbert, seconded by Dahms to go through the necessary procedure with the State to refill this position. All ayes, motion carried.

Review and approve payment of monthly bills and comp time for the following departments:

Corporation Counsel, Circuit Court, Probate/Juvenile, Register of Deeds and District Attorney.

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

Set date for next meeting.

There will be a special meeting on August 29, 2012 at 9:00 a.m. for the initial law enforcement bargaining exchange. The next regular meeting date will be September 6, 2012 at 9:00 a.m.

Adjourn the meeting.

A motion was made by Hurlbert, seconded by Nonnenmacher to adjourn meeting. All ayes, motion carried, and the meeting was adjourned at 11:45 a.m.

Respectfully submitted:
Gail Dunlop