

**LANGLADE COUNTY  
PERSONNEL COMMITTEE REPORT**

**Meeting Date: 12/02/2011**

**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, Ralph Uttke, Chet Haatvedt, Neil Grosskurth, Tim Rusch, Bill Majest, John Spiegelhoff, Bill Greening, and Gary Olsen (via speaker-phone).

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.

**Approve/amend minutes of the November 3, 2011 meeting.**

Motion by Bornemann, seconded by Hurlbert, to approve the minutes of November 3, 2011 as printed. All ayes, motion carried.

**Discuss authorizing additional hours for the Victim/Witness Coordinator on a temporary basis.**

Ralph advised that Judy Kostelny has been out of the office due to injuries sustained several weeks ago. It is unknown at this time when she will be returning to work. Ralph is requesting that Sara, our Victim/Witness coordinator, be allowed to work 10 hours per week on a temporary basis to help with the work in the District Attorney's office. Motion by Klimoski, seconded by Hurlbert to refer this request to the Finance Committee for approval. All ayes, motion carried.

**Discuss Highway Union Grievance.**

The County received Grievance No. 2-11 from the Langlade County Highway Union grieving the discharge of employment of Neil Grosskurth, which occurred on November 17, 2011. Robin provided the Committee with some background of the events leading up the decision to discharge Neil. Both Neil and the Union were previously notified that the Neil was required to submit a medical form to the County before his FMLA was exhausted. Upon Neil's failure to provide the necessary documentation, the County discharged Neil. The action taken by the County was recommended by labor counsel, Patrick Heneger with the Phillips-Borowski law firm. Tim Rusch explained the importance of having proper documentation before allowing an employee to return to work. On behalf of the union, both John Spiegelhoff and Bill Majest presented their arguments in support of the grievance to the Committee. After considering all the information presented regarding the grievance, the Committee determined that the County did not violate any of the terms of the collective bargaining agreement by discharging Neil Grosskurth. Motion by Bornemann, seconded by Hurlbert to deny grievance 2-11. All ayes, motion carried.

**Discuss Memorandum of Understanding with the five County Unions.**

With the recent adoption of 2011 Act 65, the County and each of its unions are able to enter into a Memorandum of Understanding (MOU) by February 23, 2012 to revise the terms of existing collective bargaining agreements without having the provisions of the Budget Repair Bill apply to the union employees. Robin advised the Committee that he invited each of the 5 county unions to the meeting to

discuss the possibility of entering into an MOU to revise the terms of the County's self-funded group health plan. This year, the County's health insurance plan has experienced a shortfall of approximately \$600,000. The County was planning to use 2012 as an "experience" year for the purposes of determining changes that will need to be made to the health plan effective in 2013 in order to keep the plan solvent. Therefore, this new law provides an opportunity to implement some changes to the health plan in 2012 which will reduce the need to make more dramatic changes to our health plan in 2013. The changes proposed in an MOU at this time are:

- I. CHANGE THE OUT-OF-NETWORK CO-PAY CHARGE FROM 20% TO 30%. Currently, after deductibles have been met, the plan member is responsible for 20% of the eligible charges from health care providers that are not part of the designated Preferred Provider Organization (PPO) until the out-of-pocket maximum is satisfied. Under this revision, the co-pay would remain at 10% for PPO charges and would be 30% for non-PPO charges.
- II. CHANGE THE OUT-OF-POCKET MAXIMUM TO \$800 PPO / \$2,400 NON-PPO (SINGLE PLAN) AND \$1,000 / \$3,000 (FAMILY PLAN). Currently, the out-of-pocket maximum for a single plan is \$400 PPO and \$1,200 non-PPO per calendar year; and \$600 PPO / \$1,800 non-PPO for a family plan. The out-of-pocket maximum does not apply to benefit specific co-pays, such as the co-pay for office visits.
- III. CHANGE THE OFFICE VISIT CO-PAY FROM \$15 TO \$20. Currently, a plan member is charged \$15 for each office visit.

Discussion followed. Motion by Bornemann, seconded by Dahms to allow Robin to proceed to formally present a Memorandum of Understanding to the unions. All ayes, motion carried.

**Review status of employee handbook.**

Robin and Gary reviewed the framework of the new handbook for the Committee. A copy of the handbook was mailed to Committee members to review prior to the Thanksgiving break. The non-union handbook is being used as format for a new handbook which will apply to all employees in 2013 (except the Deputies Union). By consolidating all vacation and holiday schedules into one schedule, this will represent significant change in benefits for certain employees. The Committee expressed that they may want more time to study the proposed employee handbook. No action taken. The Committee will discuss how it will proceed to develop an employee handbook at its next meeting. The Committee may decide to consider the handbook in stages (i.e., by reviewing a few pages at each meeting). Gary provided a brief explanation of how a paid-time-off system differs from the multiple benefit system (vacation, holiday, sick leave) currently used by the County.

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

**Adjourn the meeting.**

A motion was made by Dahms, seconded by Klimoski to adjourn meeting. All ayes, motion carried, and the meeting was adjourned at 11:02 a.m.

Respectfully submitted:  
Gail Dunlop