

**LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

Meeting Date: 12/05/2013

Time: 9:00 a.m.

CHAIRMAN: Doug Nonnenmacher

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

MEMBERS ABSENT: None

OTHERS PRESENT: Robin Stowe, Sandy Fischer, Tim Rusch, Crystal Wells, Marilyn Baraniak

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, WI 54409.

Pledge of Allegiance.

Approve/amend minutes of November 7, 2013.

Motion by Hurlbert, seconded by Bonacci, to approve the minutes of November 7, 2013 as printed. All ayes, motion carried.

Chairman Nonnenmacher requested that item #6 "Discuss new compensation matrix for Highway Union positions" and item #9 "Update on Arbitration Award on Petition for Unit Clarification" be tabled from the agenda as the unions did not receive a copy of the meeting notice. Discussion followed. Regarding item #6, Robin reminded the Committee that the County is prohibited from "bargaining" with the four unions on any matters other than "total base wages". Additionally, regarding item #9, Robin advised that the Union would have received a copy of the Arbitration Award at the same time the County received this information.

Chair Nonnenmacher temporarily vacated the Chair to make a motion to remove these items. Subsequent motion by Solin, seconded by Nonnenmacher to vote on #6 and #9 separately. By roll call vote on Item #6, Arlene, leave, Dahms, leave, Hurlbert, leave, Nonnenmacher, out, Solin, leave. Item #6 will remain on the agenda. Motion by Solin seconded by Nonnenmacher to remove #9. Roll call vote, Dahms, out, Bonacci, out, Solin, out, Nonnenmacher, out, Hurlbert, in. Item #9 will be removed from the agenda.

In the interest of improving communication with the Unions, the Union presidents will be added to parties receiving notice of all future Personnel Committee meeting agendas.

Discuss reimbursement of attorney fees for representation of employees in John Doe proceeding filed by a jail inmate.

When a County employee is sued in civil court for an alleged error or omission within the scope of their employment, then the County's insurance company retains an attorney to represent the employee. However, the County's insurance does not cover criminal proceedings against County employees, such as a John Doe proceeding recently filed by a jail inmate. Robin reviewed the County's policy for

reimbursement of legal expenses and brings to the Committee's attention that pursuant to state statute the County would be obligated to reimburse legal fees for John Doe proceedings if no criminal charges are brought against the employee and if the complaint involves an act occurring within the scope of employment. Robin plans to attend the John Doe hearing to find out more information; however the hearing may be closed at the discretion of the presiding Judge.

Report on Consolidated Court Automation Programs (CCAP) requirements for Clerk of Court for continuity of operation during a power outage.

Marilyn is required by the State to have a backup plan for the CCAP in case of a power outage. There is no back-up power service at the Courthouse that would facilitate this service. The generator for the jail and 911 would not provide adequate backup power to the Courthouse. Marilyn reports that the Public Property Committee approved a plan to move to the health care center gym in case of a power outage as there is a generator at that facility that could supply service. Motion by Solin, seconded by Hurlbert to approve this plan. All ayes, motion carried.

Discuss new compensation matrix for Highway Union positions.

The positions represented by the Highway Union are the only positions that do not currently have a compensation plan. With the expiration of the union contract in January, it is necessary to establish a compensation plan for these positions. The development of a compensation plan for these positions was more difficult since the former contract identified a single wage for each position rather than a wage range. Tim Rusch and Crystal Wells explained the development of the new compensation plan that will be used to transition the wage structure that was previously established under the former union contract. They reviewed and explained the wage ranges (Class A thru E) established for each existing position. The reference to "common laborer" has been changed to highway worker; small truck operator has been eliminated as it was little used; and a new range for Multi-Equipment Operator was established. Motion by Hurlbert, seconded by Dahms to forward this matrix to the County Board for approval. All ayes, motion carried.

Discuss revising language in Employee Handbook regarding changes to PTO for the new work schedule for Social Workers effective January 1, 2014.

Consistent with the previous County Board action to extend social worker hours to 37 ½ hours per week, Gary Olsen has come up with a revision to the PTO accrual schedule for social workers for inclusion in the Employee Handbook. Motion by Hurlbert, seconded by Dahms to include this in the Employee Handbook. All ayes, motion carried.

Update of Total Base Wage bargaining with Unions.

At this time, none of the unions subject to Total Base Wage Bargaining have requested to come back to the bargaining table.

Update on Arbitration Award on Petition for Unit Clarification.

This item was removed from the agenda by committee vote. Robin advised the Committee that by tabling this matter until the next meeting, the limitation period to request a further review of this decision will expire.

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

The bills were reviewed. No action taken.

Set date for next meeting.

The next regular meeting date will be January 9, 2014 at 9:00 a.m.

Adjourn the meeting.

A motion was made by Solin, seconded by Nonnenmacher to adjourn the meeting. All ayes, motion carried, and the meeting was adjourned.

Respectfully submitted:
Gail Dunlop