

**LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

**Meeting Date: 1/06/2011
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, Gary Olsen, Bill Majest, Eugene Rogatzki, (Ralph Uttke, Marilyn Baraniak, Ann Meyer, Sandy Fischer, Kathy Jacob for discussion of office closings).

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 December 20, 2010 meeting.

Motion by Bornemann, seconded by Hurlbert, to approve the minutes of December 2, 2010 as printed. All ayes, motion carried.

Discuss Highway Union Grievance Number 2-10.

Discussion regarding overtime and assignment by seniority. There is no wording in union contract regarding how Highway Commissioner appoints lead workers. On two previous occasions the Union has grieved the process by which the Commissioner is appointing lead workers. Robin explained to the Committee that the current contract does not address how lead workers are appointed and therefore the Highway Commissioner has retained this authority. In this grievance, the employee who was assigned as a lead worker was paid overtime. The Union points to Article 22, C to support its position that employees appointed to perform work generating overtime pay must be based upon seniority. However, this article does not pertain to the appointment of lead workers but rather existing classifications in the contract. The County has not violated the terms of the collective bargaining agreement and will continue to appoint lead workers at the discretion of the Highway Commissioner. The Committee denied grievance number 2-10. Motion by Bornemann to deny grievance, seconded by Dahms. Motion carried.

At approximately 9:15 a.m., consider moving into closed session pursuant to §19.85(1)(c) and (e), Wis. Stats., considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and to conduct public business whenever competitive or bargaining reasons require a closed session, for update on union bargaining and labor relations issues.

Motion by Bornemann, seconded by Hurlbert, to move into closed session by roll-call vote. Hurlbert aye; Dahms aye; Bornemann aye; Klimoski aye; Jansen aye. Committee commenced in closed session at 9:15 a.m.

At approximately 9:45 a.m., return to open session with possible action taken on any matters discussed during closed session.

Motion by Bornemann, seconded by Hurlbert to return to open session at 9:40 a.m. All ayes, Motion carried and committee commenced in open session.

Discuss possible closing of County offices the week of December 26, 2011.

Holiday schedule for 2011 was discussed. Pursuant to County policy, if a holiday falls on a Saturday, the preceding Friday is observed as a holiday; if a holiday falls on a Sunday, then the succeeding Monday is observed as a holiday. However, the Personnel Committee is authorized to select alternate dates for observing holidays that fall on a weekend.

Robin reviewed state statutes regarding the requirement for certain government services to be open and accessible except on holidays or legal holidays. There is a distinction between the "legal" holidays listed in state statutes and "holidays" observed by either State government or Langlade County government. Therefore, there are dates that the County (and State) observe as holidays that are not considered "legal" holidays under the statute which calls into question whether or not certain government offices must remain open on those dates.

Discussion ensued regarding the County office closure policy, potential cost savings, the need for certain offices to remain open by law, and the number of departments requesting to remain open to conclude year-end business. Motion by Hurlbert, seconded by Dahms to follow the County's policy and close County offices on Friday, December 23 and Monday, December 26, 2011 for Christmas, ½ day on December 30, 2011 and Monday, January 2, 2012 for the New Year holiday. Three ayes, two no. Motion carried.

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 Dahms, to adjourn meeting. All ayes, motion carried, and meeting of the Personnel Committee was adjourned at 10:30 a.m. The next Personnel Committee meeting will be February 10, 2011.

Respectfully submitted:
Gail Dunlop