

**LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

Meeting Date: 1/09/2014

Time: 9:00 a.m.

CHAIRMAN: Doug Nonnenmacher

MEMBERS PRESENT: Doug Nonnenmacher, Dale Dahms, Gary Johnson, Richard Hurlbert and Arlene Bonacci

MEMBERS ABSENT: None

OTHERS PRESENT: Dave Solin, Pete Pennington, Tim Rusch, Robin Stowe and Chet Haatvedt

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 December 5, 2013.

Motion by Bonacci, seconded by Hurlbert, to approve the minutes of December 5, 2013 as printed. All ayes, motion carried.

At approximately 9:00 a.m., consider moving into closed session pursuant to §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: to review personnel issues.

Motion by Bonacci, seconded by Hurlbert to move into closed session. By roll call vote, Bonacci, aye, Solin aye, Hurlbert, aye, Dahms, aye, Johnson, aye, Nonnenmacher, aye. The committee commenced to closed session at 9:00 a.m.

At approximately 9:30 a.m., return to open session with possible action taken on any matters discussed during closed session.

Motion by Hurlbert, seconded by Bonacci to return to open session. All ayes, motion carried. The committee returned to open session. No action taken on discussions in closed session.

Discuss revisions to Employee Handbook.

Given the addition of a new member to the Personnel Committee, Robin reviewed the process of developing and revising the Employee Handbook. He then distributed copies of the current Handbook and changes to the committee and reviewed the revisions. Robin also reviewed some Handbook items that are being proposed, such as a new performance evaluation policy. The Committee requested to undertake consideration of pending revisions to the Handbook at its next meeting.

Update of Total Base Wage bargaining with Unions.

The Executive Committee discussed employee compensation at their meeting on January 7th. Options included supplemental pay, a cost-of-living adjustment (COLA) or temporary increase in longevity pay. The Executive Committee recommended granting a 0.5% COLA to employees retroactive to the first of the year as this is the same COLA awarded to public safety union employees (Deputies Union).

Robin advised that he had provided the Courthouse, Professional, Highway and Correction/Dispatch Unions with proposed Total Base Wage (TBW) Agreements which included the 0.5% increase. Before a resolution may be presented to the County Board, the Personnel Committee assigned to engage in TBW bargaining will need to confirm this offer. The Committee discussed whether the cost-of-living adjustment should apply to the County elected officials as the Board had previously set their salaries over the term of office. Robin advised that these enabling resolutions setting the salaries for elected officials provide that the County Board "may" apply a COLA. After further discussion on this issue, Motion by Johnson, seconded by Nonnenmacher to not apply the cost-of-living adjustment to the County elected officials. 4 ayes, 1 no, 1 abstention. Motion carried. Motion by Hurlbert, seconded by Dahms to confirm an offer of 0.5% COLA for employees and forward a resolution to the County Board. All ayes, motion carried.

Update on Arbitration Award on Petition for Unit Clarification.

Robin explained the process of classifying employment positions under the FLSA (hourly/salaried) and MERA (union/non-union status). The status of all existing positions (non-union/FLSA exempt) are reviewed by labor counsel at the time the position is created and then typically a review is conducted for all existing positions every five years since the rules and tests for determining status change periodically as well as the job responsibilities of positions.

Robin reported that on November 20, 2013, the WERC rendered a decision on two positions which were included in a Petition for Unit Clarification file in April of 2012. In its decision, the WERC determined that the positions of Land Conservationist and Surveyor are subject to union representation. Under Section 111.70, Wis. Stats., any position except positions considered an independent contractor, confidential, managerial, or supervisory are entitled to be represented by a union. Robin noted that the only other Petition for Unit Clarification that he could recall was filed in the 1990's and resulted in an agreement between the parties regarding certain positions which would stay in the union and which would no longer remain in the union. Chet commented that he felt that this most recent Petition and costs associated with the Petition could have been avoided such that the parties may have been able to reach an agreement. Robin explained the net effect of a position's change in status (i.e., moving from the non-union compensation matrix to the union compensation matrix). After this discussion, Chet submitted a list of thirteen additional non-union positions which he would like to discuss with the Personnel Committee at its next meeting regarding the position's status. Upon reviewing this list, Robin noted that some of these positions were included within the earlier (1990's) Petition in which the union and the Personnel Committee reached an agreement. Chet advised that the Petition for Unit Clarification is a last resort for the union. This item will be discussed at the February Personnel Committee meeting.

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 February 6, 2014 at 9:00 a.m.

Adjourn the meeting.

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

Respectfully submitted:
Gail Dunlop