

**REVISED
LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

Meeting Date: 7/07/2011

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, Chet Haatvedt, Kari Lazars, Holly Matucheski, Craig Hotchkiss, Gary Olsen

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 June 2, 2011 meeting.

Motion by Bornemann, seconded by Hurlbert, to approve the minutes of June 2, 2011 as printed. All ayes, motion carried.

At approximately 9:00 a.m., consider moving into closed session pursuant to Section 19.85(1)(c), Wis. Stats., considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to discuss early retirement agreement.

Motion by Bornemann, seconded by Hurlbert to go into closed session. Roll call vote Bornemann aye, Dahms aye, Hurlbert aye, Klimoski aye, Jansen aye. The committee commenced in closed session.

At approximately 9:10 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. Motion by Bornemann, seconded by Hurlbert to agree to the terms of an early retirement offer as discussed in closed session. All ayes, motion carried.

Review casual employees for the Health Department and UW Extension office.

These two casual employees are unique in that they had sunset provisions in the resolution. The County Board had determined that the hiring freeze will not be applied to existing casual employees. The sunset provision added to these two positions, to require a regular review of the need to continue the positions since vacant union clerical positions already exist in these departments. Motion by Bornemann, seconded by Dahms, to retain casual employees in the Health Department and UW Extension office for the remainder of this year and for next year as well. All ayes, motion carried.

Discuss Grievance No. 2011-01 regarding Lead Worker in the Maintenance Department.

The Public Property Committee assigned Range 5 County electrician, John Holup, additional duties as a lead worker to assign and direct work. For these additional duties, he was compensated at Range 6. The Union contends that the County is in violation of Article 5(e) which relates to creating a new position or filling a vacancy. The issue is whether there is a violation because this interim appointment has been in existence for 90 days. The Public Property Committee was previously made aware of this

provision in the union contract, but has requested additional time (until August) to decide whether it is necessary for an existing staff to have the ability to direct and assign work in the Maintenance Department. Motion by Bornemann to deny the grievance and give the Public Property Committee the short time they need to take action which will ultimately resolve this grievance. No seconds, the motion failed. Motion by Klimoski to accept Grievance 2011-01 and return John to Range 5 position immediately, seconded by Jansen. Roll call vote, Klimoski aye, Bornemann no, Dahms no, Hurlbert no, Jansen aye. Two ayes, three no's, the motion lost. The Union advised that it will consider the fact that no action was taken on the grievance as a denial and move forward to mediation/arbitration. Motion by Bornemann, seconded by Klimoski to table the grievance at this time. All ayes, motion carried.

Discuss Grievance No. 2-2011 regarding vacation issue in Highway Department.

During the negotiations with each of County's five unions, the County agreed to modify the years of service required to accrue three weeks of vacation. However, the unions did not agree to the County's proposal to use January 1st as the accrual date for years of service, rather than the employee's anniversary date. The employees listed in this grievance are seeking to apply January 1st as the accrual date for vacation. The County will continue to use the employee's anniversary date, as stated in the contract. Motion by Klimoski, seconded by Bornemann to deny Grievance 2-2011. All ayes, motion carried.

Discuss request to purchase radios for vehicles used by Juvenile Court workers.

The Juvenile Department gets used vehicles from the Sheriff's Department but since the Sheriff's Dept. went all digital, Juvenile Court workers can't communicate with law enforcement. A request was made to contact Northway Communication to purchase digital radios for the Juvenile Court vehicles. Motion by Klimoski, seconded by Dahms that Juvenile Court be allowed to purchase the radios and to forward the request to the Finance Committee for approval. All ayes, motion carried.

Review changes to Wisconsin Retirement System contributions included in recent State Budget amendments.

The Biennial Budget adopted in June included amendments to the Budget Repair Bill adopted in March. With respect to the WRS contributions, these amendments include: 1) That the Department of Administration would determine the effective date for all required employee contributions. Pursuant to a recent DOA memo, all state employees will begin making contributions on the August 25th payroll; and therefore Langlade County will do the same for its non-union employees and elected officials. 2) All employee contributions will be pre-tax. 3) All transit employees are exempt from contributions. 4) All public safety employees (protective occupation participants (POPS) within the WRS) who are employed prior to July 1st are exempt from the employee contribution; but all public safety employees hired after July 1st are not exempt from paying the employee WRS contribution. 5) The POPS definition was expanded to include certain non-represented law enforcement managerial employees, including the Sheriff and the Chief Deputy.

Previously, the Executive Committee was appointed as the transition committee for the Budget Repair Bill, and will be working to implement the requirements of this new legislation.

Discuss adopting a policy for offering benefits to new department heads.

Beginning in the late 1990's, oversight committees (when acting as the hiring body) began negotiating compensation and benefits with the final candidates for department head positions. These negotiations often resulted in the oversight committee agreeing to waive the 6 month waiting period for health insurance benefits and accrual of sick leave. Recently, an oversight committee did not waive the waiting period of a new department head and there was some concerns expressed by County Board

members regarding whether there should be a standardized policy regarding the compensation and/or benefits that would be offered to new department heads. The Committee discussed the advantages and disadvantages of adopting a standardized policy overall. It was noted that the current system allows the hiring body the greatest degree of flexibility in negotiating a competitive compensation and benefit offer with final candidates for department head positions. Information only, no action taken at this time.

Discuss approval for Corporation Counsel to obtain a County credit card (\$250 limit) to use for lodging when attending seminars.

When attending continuing legal education seminars, the Corporation Counsel has been submitting requests for direct payment for lodging or charging the lodging on his personal credit card. The Finance Department recommends that the County's credit card be used to secure lodging. Motion by Bornemann, seconded by Hurlbert to approve a credit card with a \$250 limit for Corporation Counsel. 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 Bornemann, seconded by Hurlbert to approve payment of bills as presented. All ayes, motion carried.

Adjourn the meeting.

A motion was made by Hurlbert, seconded by Dahms to adjourn meeting. All ayes, motion carried, and the meeting was adjourned at 10:50 a.m.

Respectfully submitted:
Gail Dunlop