

**LANGLADE COUNTY  
PERSONNEL COMMITTEE REPORT**

**Meeting Date: 3/15/2017**

**Time: 4:45 p.m.**

**CHAIRMAN:** Doug Nonnenmacher

**MEMBERS PRESENT:** Doug Nonnenmacher, Arlene Bonacci, Dick Hurlbert, Jim Jansen and Pete Pennington

**MEMBERS ABSENT:** none

**OTHERS PRESENT:** Robin Stowe, Kari Lazars, John Schunke and Judy Nagel

The meeting was called to order at 4:50 p.m., by Chairman Nonnenmacher in Room 203, Courthouse

Pledge of Allegiance.

Robin Stowe, Corporation Counsel, addressed the minutes of the Personnel Committee Meeting held on March 2, 2017. At that meeting, the Committee motioned and seconded with a 4/1 vote not to interview candidates for the Human Resources Position. At this meeting, the Committee is proceeding to interview one candidate.

Motion by Pennington, second by Hurlbert to reconsider March 2, 2017 meeting's action not to interview. All ayes, motion carried. Previous action back on the floor.

Motion by Pennington, second by Bonacci to proceed to interview the candidate for the Human Resources Position. All ayes, motion carried.

**At approximately 4:47 p.m., consider moving into closed session pursuant to Sec. 19.85(1)(c), Wis. Stats., to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, to interview for Human Resources Director Position.**

Motion by Hurlbert, second by Pennington to move into closed session. Roll call vote, Bonacci, aye; Pennington, ayes; Hurlbert, ayes; Nonnenmacher, ayes; Jansen, aye. The Committee commenced to closed session at 4:55 p.m.

**At approximately 6:15 p.m., return to open session with possible action taken on any matters discussed in closed session.**

Motion by Hurlbert second by Pennington to return to open session, all ayes, motion carried. The Committee returned to open session at 6:30 p.m.

Motion by Hurlbert, second by Pennington to not extend an officer of employment through this second recruitment and this recruitment is now closed. All ayes, motion carried.

Since the second recruitment is now closed, and the Committee has no plans to start a new (third) recruitment of the this vacant position "as is", the Committee discussed the process for submitting Resolution 23-2017 to the County Board which included both a study of the County's HR needs as well as the establishment of an Interim Plan to provide HR services during an study (limited to one year). Given the delay in refilling the position, there are concerns about the ability of department heads to

satisfy new policies that require the “involvement” of the HR department in all aspects of employment matters (i.e., prior to recruitment, conducting interviews, approval of certain leaves of absence, employee discipline, performance evaluations, etc.). When the vacancy occurred in this position, the County was able to initially retain the services of Kari Lazars on a part-time basis for a couple months and has temporarily moved Alisha Resch (Payroll and Benefit Specialist) into the position of both Assistant HR and Payroll. With Kari no longer available to provide interim HR services as of February 2<sup>nd</sup>, the County is no longer able to sustain the level of services required by the HR Department without additional staffing resources. The assignment of some HR duties to the Corporation Counsel, Finance Department and to the temporary position of Assistant HR/Payroll, this structure provides less resources to department heads and employees than what was available prior to the County filling the full-time HR Director position in October of 2015. Although there continues to be debate about how to fill the HR Director position or how to restructure the HR Department, department heads have reported concerns to the Committee that if the County is unable to provide additional resources equivalent to a full-time HR Director position (at a minimum), then the County Board is essentially resetting the clock back to 2015 and returning to a time when the County did not have the benefit of an HR Department – which means that department heads will be called upon to perform HR related work again.

Motion by Jansen, second by Pennington to adjourn the meeting at 6:50 p.m., all ayes, motion carried.

Respectfully Submitted,

Judy Nagel, Recording Secretary